SNF
WATER SCIENCE

2024

# Environmental, Social & Governance Report

# WATER SCIENCE

SNF is a specialty chemical company focusing on water chemistry. Our products treat, preserve, and recycle water. In order to contribute to the energy transition, our goal is to reduce energy consumption and carbon intensity while pursuing the responsible extraction of essential minerals for clean water.

As a global leader in water-soluble polymers, SNF designs over 1,100 products, contributing to natural resource preservation, recycling, and improved industrial efficiency. Our products are versatile and suitable for solids-liquid separation, viscosity modification, and friction reduction.

# Water Science.

# Letter from the Chairman and CEO

Sustainable development has emerged as a critical imperative for the 21st century, recognizing the interconnectedness of economic growth, social equity, and environmental protection. One of the most critical challenges facing our planet is access to clean water. At SNF, we are deeply committed to the world of water science; each and every day, all of our 8,800 employees contribute to treating, preserving, and recycling water. That's what unites us as we strive to reconcile social progress and environmental transition with economic development. Water science is our shared passion.

Our daily efforts to advance water science benefit more than a billion people worldwide and half a million industrial sites. We help our own customers save energy and reduce their carbon footprint through the deployment of our technologies. In 2024, 92% of SNF revenues contributed to the UN Sustainable Development Goals, primarily related to water and sanitation, climate action, and the circular economy. Our commitment to sustainability was recognized in 2024 with the EcoVadis Platinum rating; this achievement acknowledges the strength of our CSR strategy and solidifies our position as a responsible industry leader.

SNF is the world's leader in water chemistry with subsidiaries in more than 60 countries and 22 production facilities. As the industry leader, we have the responsibility of being an exemplary chemical producer. That's why we are determined to reach our goal of carbon neutrality by 2050; and we have already reduced our carbon footprint by 45% (Scope 1 and 2), well ahead of our original timeframe of 2030. Our efforts go beyond our own activities; we are engaged in a fruitful dialogue with our leading suppliers to help them reduce their emissions in line with our targets. We have been monitoring our Scope 3 emissions for some years now and have included these emissions in this report for the second time, and we have redefined our emissions reduction target to include scope 1, 2, and 3. Our new target is to reduce our footprint by 15% by 2030.

To support sustainable and responsible growth, SNF continues to make people our top priority. Safety first! Last year confirmed our excellent level of performance in terms of safety, placing us once again among the leaders in our industry. SNF is also committed to strengthening and promoting equal opportunity. Our culture fosters teamwork and values different backgrounds and unique perspectives. This will enable us to continue to build a safe, respectful, fair, and inclusive culture for all our employees.

More than ever, SNF is well positioned to pursue its sustainable growth strategy driven by innovative products and solutions focused on water science. Our highly talented and diversified teams, strong partnerships with leading customers, modern manufacturing operations worldwide, and solid financial structure, all confer SNF with first-class assets to accelerate our expansion trajectory.

I take great pride in witnessing the evolution of our Group since the publication of our first ESG report in 2006. SNF continues to grow and innovate while steadfastly adhering to our core values and commitments to the environment and people.

A healthy planet is essential for human well-being and prosperity.

**Let's keep advancing water science together.**

**This is what unites us at SNF. We reconcile social progress and environmental transition with economic development.**

**PASCAL REMY**
CHAIRMAN AND
CEO OF SNF GROUP

# About This Report

## Reporting Period

The reporting period is from January 1 to December 31, 2024.

## Reporting Cycle

The SNF Group's ESG Report is published yearly, by calendar year.

## Contact Point

The contact point for questions is SNF Communication. Contact details are available at www.snf.com.

## Claims of Reporting

This report is prepared following the latest GRI standards. The latest versions of the topical standards have been used where applicable.

Communication on Progress of the United Nations Global Compact uses the GRI standards principles.

In our climate reporting, we follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

In addition, SNF uses the international recommendations and guidelines of the OECD and ISO 26000 as a guide when defining and selecting non-financial indicators. In selecting and measuring our key data, we take into account the recommendations of the Greenhouse Gas Protocol for Greenhouse gas emissions (GHG) and those of the European Federation of Financial Analysts Societies, the World Business Council for Sustainable Development (WBCSD), the European Chemical Industry Council (CEFIC), and the International Council of Chemical Associations (ICCA) for other non-financial indicators.

## General Report Practices

Data and indicators are reported for all our significant locations of operation per the requirements of the corresponding GRI disclosures. In 2024, this covered five countries that accounted for more than 95% of SNF Group's total production sites: France, USA, China, India, and Korea.

Whenever appropriate, we point out where information is only relevant for parts of the SNF Group. In addition, deviations are indicated in the Notes on Methodology in the Appendices section at the end of this report.

All indicators reported in tons are metric tons.

The values are expressed in terms of sales of products produced by our significant sites, with 2016 being used as the benchmark year and 100 as the basis for monitoring changes since that date.

The indicators in this report are stated following commercial rounding principles, so the totals and percentages shown may not always be exact.

## External Verification

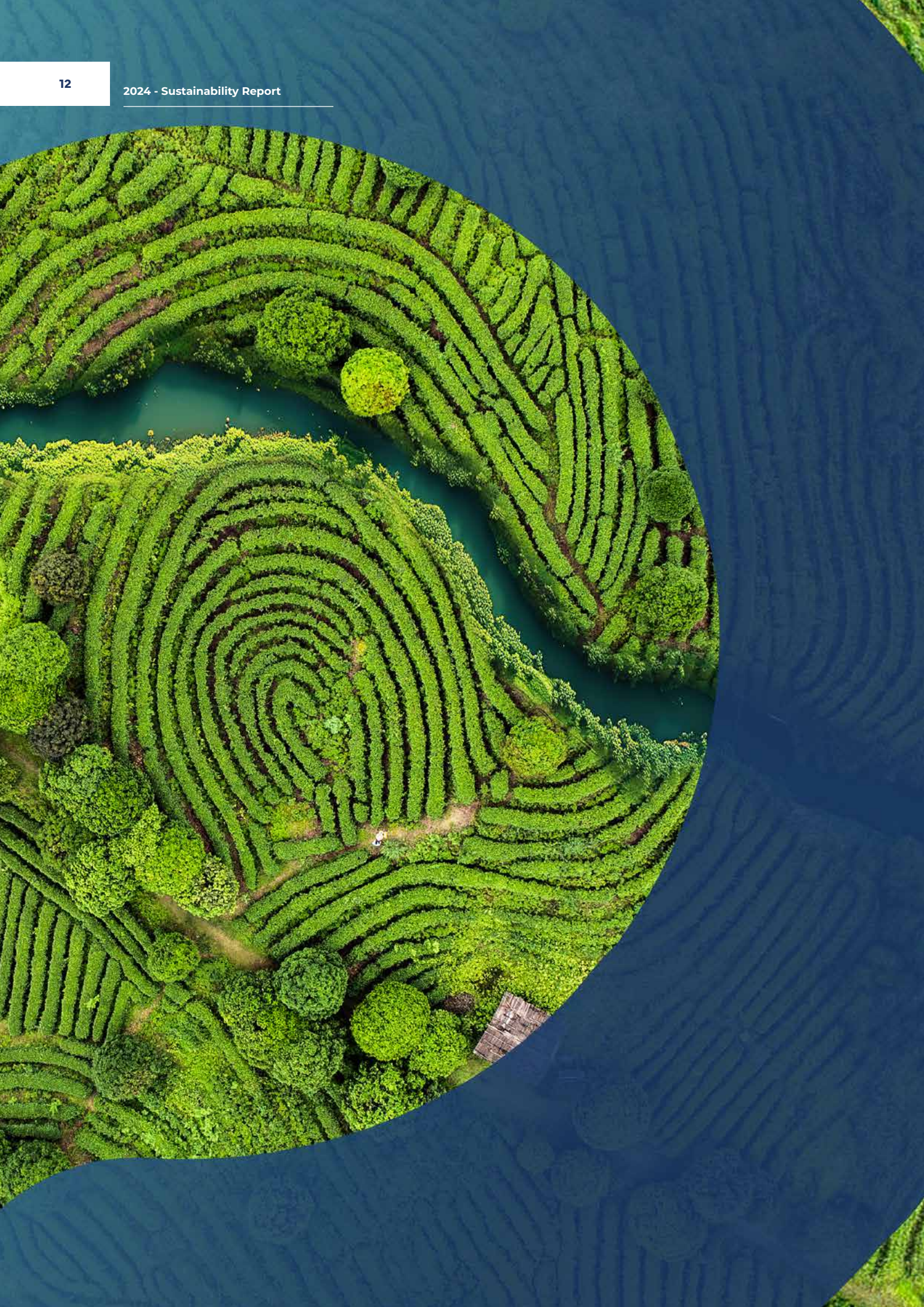
The audit firm Deloitte & Associés in Lyon, France, has reviewed this Environmental and Social Responsibility Report of SNF Group for the fiscal year from January 1, 2024, to December 31, 2024.

## Additional Information

This report is issued in English and French.

The SNF Group's Environmental and Social Responsibility Report is published in PDF format on SNF's website.

The next Environmental and Social Responsibility Report will be published in March 2026.



# 00 SNF Overview

About SNF
2024 Key Figures
Value Creation
Sustainability Management
Commitment & Ratings
Materiality Assessment

# Water Science

SNF is a specialty chemical company positioned as an industry expert in water chemistry. Our commitment lies in developing and providing solutions in water treatment, preservation, and recycling.

Considering its global footprint, SNF is pivotal in reducing energy demands and carbon intensity; we actively contribute to the responsible extraction of vital mineral resources crucial for the ongoing energy transition.

Over 1,100 meticulously designed water-soluble polymers are at the core of SNF's offerings. This extensive product range is a testament to our unwavering dedication to preserving natural resources, promoting recycling practices, and enhancing industrial process efficiencies. SNF's products exhibit versatile functionalities, catering to many applications, including solids-liquid separation, viscosity modification, and friction reduction.

**1 billion**

**SNF products are used to treat water for over 1 billion people worldwide,**

**0.5 million**

**and supports half a million manufacturing sites with water treatment and recycling.**

## 1 TREATING Municipal and Industrial Water

Water poses significant challenges for municipalities and industries, both in terms of availability and quality. Industries also need to manage environmental impacts, costs, and regulatory compliance.

With SNF's expertise in water chemistry, we provide advanced solutions for industrial and municipal waste water treatment.

## 2 RECYCLING for a Circular Economy

We help industries manage their water cycle more efficiently. Industries account for nearly 19% of global water withdrawals.

As SNF, we provide solutions for potable and process water, clean recirculating water and treat remaining wastewater. We help our customers to close the water loop and reduce water consumption for a circular economy in municipal and industrial industries.

# Our **Business**

WATER TREATMENT
**Municipal and Industrial**

SNF leads the municipal and industrial wastewater treatment markets with a full range of products, equipment, and expertise.

OIL AND GAS
**Maximizing Oil Recovery**

SNF's polymer flooding solution for Enhanced Oil Recovery increases productivity while reducing water use by 80% and $CO_2$ emissions by 66%.

MINERAL EXTRACTION
**Sustainable Mining Partner**

SNF provides tailored chemicals and services for the mineral processing and metallurgy industry, supporting all stages from excavation to refining.

PULP AND PAPER
**Plant Performance**

SNF supplies specialized products to enhance pulp and paper manufacturing, from high-quality printing paper to recycled stiff board production.

SPECIALTIES
**Specialized Offerings**

SNF offers a diverse range of products for specialty applications, including personal care, home care, textiles, construction, and agriculture.

## 3 PRESERVING
## Through Water Optimization

Water is used at every stage of the industrial production process, presenting an economic challenge due to its scarcity and fluctuating quality.

At SNF, we implement competitive and innovative solutions to optimize water consumption, enabling industries to get the most out of every drop.

## 4 REDUCING
## Industries Water and Carbon Footprint

Our solutions enable industrial partners to reduce their water consumption, thereby lowering the energy required for transportation and pumping.

By improving water and energy efficiency, we help industries minimize their environmental impact and achieve sustainable operations.

# Our Activities

**22** PRODUCTION SITES **4** R&D CENTERS

**16** APPLICATIONS LABS **4** REGIONAL TECHNICAL CENTERS


**8,800** EMPLOYEES

**480** SCIENTISTS & TECHNICIANS

**285** FIELD SPECIALISTS

**€4.7bn** 2024 Turnover

**2024 Breakdowwn of Revenue by Business**

| 25% | 17% | 24% | 10% | 11% | 5% | 8% |
|---|---|---|---|---|---|---|
| MUNICIPAL WATER TREATMENT | INDUSTRIAL WATER TREATMENT | OIL AND GAS | PULP & PAPER | MINING | MONOMERS PRODUCTION | SPECIALTIES |

## World leader in **Polyacrylamide** Manufacturing

Headquarters
Major Sites
Satellite Sites

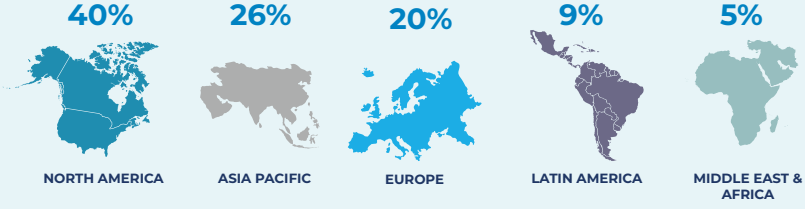

More than
**1,535kt**
Production Capacity

More than
**57%**
Market Share

**1,668**
Active Patents

More than
**150**
New Products per year

### 2024 Breakdowwn of Revenue by Geography




## Water Soluble Polymers

SNF offers over **1,100 water-soluble polymers** designed to support natural resource **preservation, recycling, and industrial efficiency.**

These products are versatile, serving applications such as **solids-liquid separation, viscosity modification, and friction reduction.**

# How We **Create Value**

## Our Resources

### Financial

- Privately Owned Company
- **All profit reinvested**
- **Over €500M** Capital Expenditure

### Innovation

- 4 R&D Centers Worldwide
- 16 Applications Laboratories
- **480 R&D scientists** worldwide

### Environment

- Net Water Consumption: 3.5 million m3
- **130kt** of Natural and Circular Raw Materials
- **ISO 14001** Management System

### Operations

- 2,000 GWh Energy Consumption
- Responsible Care Management System
- **ISO 9001** Management System

### People

- **8,800** employees
- **22%** of women
- **28** different nationalities at SNF headquarters

## We Manufacture Water-Soluble Polymers

More than 1,500 products

22 Production Sites

In more than 60 countries


# Our Achievements

## Financial

- **€4.7bn** Turnover
- **50,000** Customers
- New manufacturing capacity

## Innovation

- **1,668** Active Patents
- **150** New products per year
- **57 Open Innovation Projects** in collaboration with universities, and partners

## Environment

- **▼2%** Reduction on Net Water Consumption Intensity in 2024
- **▼45% Scope1+2** reduction since 2016
- **▼3.5% Scope 3** reduction in 2024
- **23kt** of Valorized Waste

## Operations

- Production Capacity: **1,535kt**
- Work-Related Injuries Rate: **1.2**
- Ration of Training Hours Dedicated to HSE: **70%**

## People

- **68%** of women hold managerial positions
- Average Training by Employee: **50hrs**
- **100% of our employees** are paid above living wage

# Materiality & Focus Areas

## Materiality at SNF

At SNF, we recognize the growing importance of double materiality in sustainability reporting. This approach encourages us to look at materials issues not only in terms of their financial implications for our organization but also their broader environmental and social impacts.

As an active member of the Global Compact, SNF Group is committed to upholding universal principles related to human rights, labor, the environment, and the fight against corruption in its operations and strategies. These principles also serve as a framework for identifying risks and opportunities in our double materiality analysis.

We aim to take steps toward integrating double materiality into our reporting practices, helping us better understand how sustainability issues affect us and how we, in turn, impact society and the environment. By exploring this approach, we intend to make our reporting more transparent and relevant to our stakeholders while aligning with evolving expectations in the sustainability landscape.

## Materiality Determination Process

**Identification of Materials Issues:** We explore a double materiality approach to identify our broader environmental and social impacts while also considering potential financial impacts on our organization. We analyze internal data, industry trends, stakeholder feedback, and regulatory developments to govern this process.

**Prioritization of Materials Issues:** Materials issues are prioritized based on their potential financial impact, reputational significance, and operational relevance, as well as their environmental and social implications. Factors such as scope, magnitude, probability, and stakeholder concerns are considered during this evaluation.

**Disclosure of Materials Issues:** We disclose materials issues in our sustainability report, providing clear and concise information to stakeholders. The disclosure includes both quantitative and qualitative data to ensure transparency and relevance. This helps stakeholders understand the impacts on our operations and the steps we are taking.

**Regular Review:** We continuously review and update our materiality assessment to ensure it remains relevant and reflects changes in our operations, the external environment, and stakeholder expectations.

# Focus Areas


**This infographic illustrates the interplay between SNF's sustainability topics and their financial, environmental and social impacts.**

At the center of the infographic, the financial impact and impact materiality arrows illustrate the two-way relationship between SNF's sustainability actions and their broader effects. The company's efforts to reduce its environmental footprint influence its financial value, while sustainability risks and opportunities shape its long-term strategy.

On the left, the diagram highlights SNF's opportunities and risks, including preserving water, developing bio-based and biodegradable products, reducing greenhouse gas (GHG) emissions, ensuring governance and ethics, and maintaining a safe working environment. These factors contribute to regulatory compliance, operational efficiency, and business resilience.

On the right, the focus shifts to SNF's potential impact on natural and human resources, addressing key concerns such as pollution, water resources management, waste management, and social responsibility in the value chain.

# Sustainability Management

Our ESG strategy is more than words; it is a sustained commitment to aligning SNF's business with society's needs and the planet's urgent challenges.

Since launching our ACT FOR Program in 2023, we have taken concrete steps to address critical issues in health and safety, diversity and inclusion, talent development, and environmental sustainability. The world around us continues to change rapidly, and we are evolving to meet these changes by reinforcing our commitments and accelerating our initiatives.

As industry leaders, we recognize our responsibility to push the boundaries of ethical water chemistry and strive for a more sustainable future. This is not only our purpose—it's our promise.

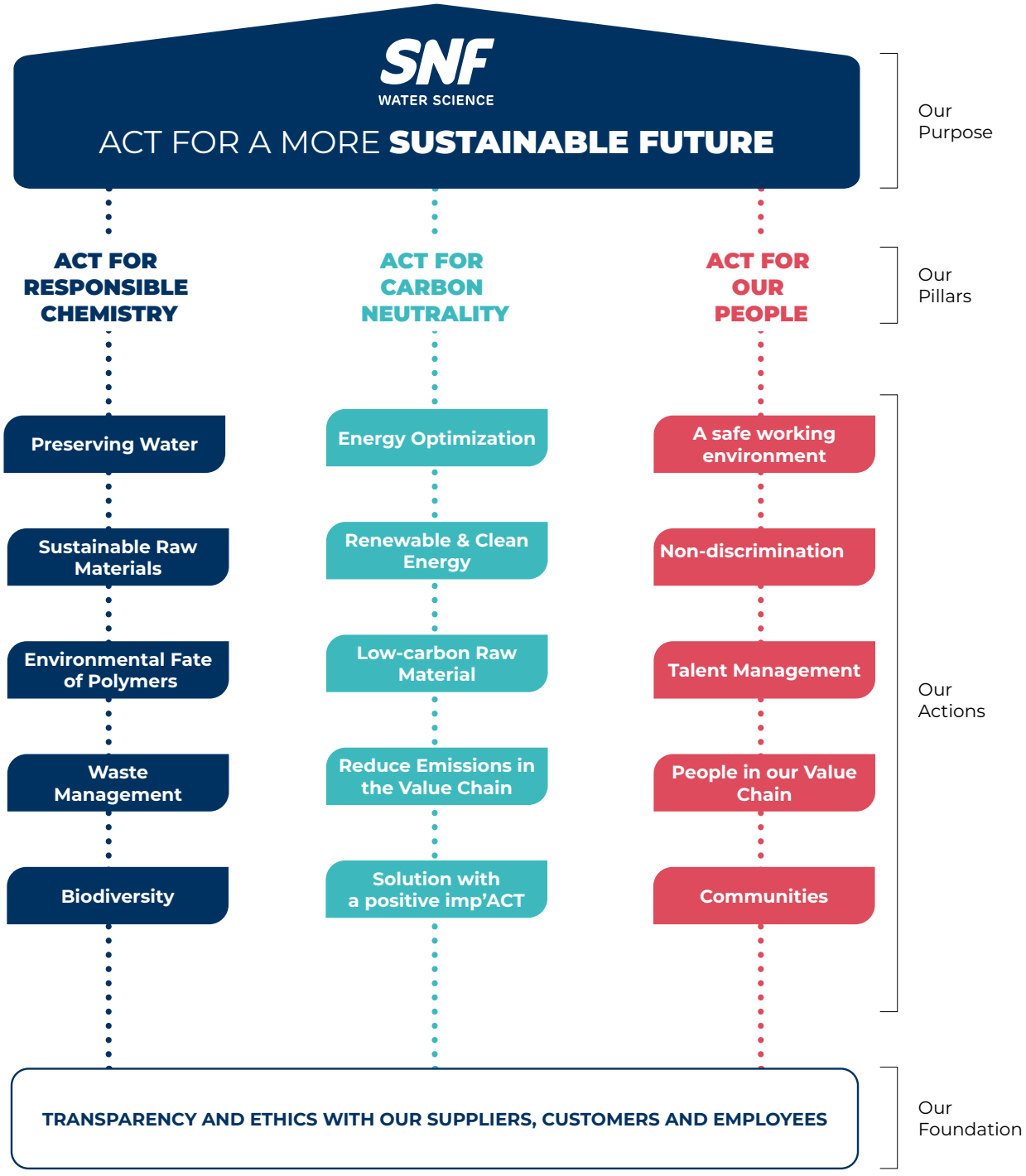
**ACT FOR reflects SNF's ambition to set the standard for responsible chemical production and environmental stewardship.**

Guided by our purpose, we focus on three strategic pillars that drive our daily operations and long-term goals:

- **Promoting Responsible Chemistry** – We are committed to developing and applying chemical solutions that prioritize safety, reduce environmental impact, and support sustainable practices across industries.
- **Reimagining Low-Carbon Manufacturing** – Through continuous innovation, we refine our manufacturing processes to lower our carbon footprint, improve energy efficiency, and incorporate renewable resources.
- **Caring for People Across the Value Chain** – We foster a culture of safety, respect, and growth for our employees, partners, and communities, in order to ensure an inclusive and supportive environment.

Over the past year, our mission has driven us to initiate clear actions in production, reuse, and recycling. As we build on the foundation of the ACT FOR Program, we remain committed to adapting and improving our practices to meet the demands of a changing world.

This strategy is more than an aspiration—it is who we are. It defines our ambition, brings meaning to our work, and reflects our ongoing commitment to a bright, sustainable future.


SNF
WATER SCIENCE
ACT FOR A MORE SUSTAINABLE FUTURE
Our Purpose
ACT FOR RESPONSIBLE CHEMISTRY
ACT FOR CARBON NEUTRALITY
ACT FOR OUR PEOPLE
Our Pillars
Preserving Water
Sustainable Raw Materials
Environmental Fate of Polymers
Waste Management
Biodiversity
Energy Optimization
Renewable & Clean Energy
Low-carbon Raw Material
Reduce Emissions in the Value Chain
Solution with a positive imp'ACT
A safe working environment
Non-discrimination
Talent Management
People in our Value Chain
Communities
Our Actions
TRANSPARENCY AND ETHICS WITH OUR SUPPLIERS, CUSTOMERS AND EMPLOYEES
Our Foundation

# Our Commitments & Ratings

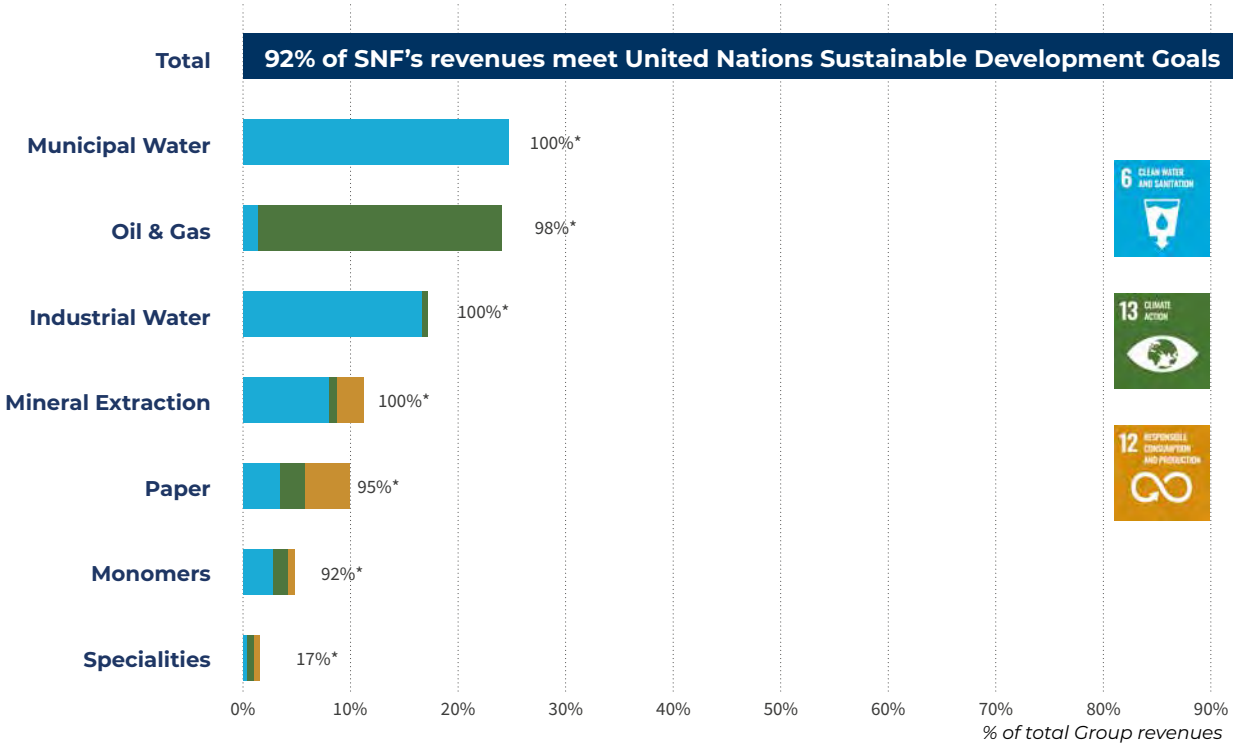
Since 2008, SNF has been progressively integrating the Ten Principles of the United Global Compact into its policies; we have even included some Sustainable Development Goals (SDGs) in our key indicators.

As an active member of the Global Compact, SNF Group is committed to respecting the universal principles of human rights, labor, and the environment, as well as the fight against corruption in its operations and strategies. This ongoing commitment is published in a Communication on Progress (COP) on the SNF and Global Compact websites.

SNF Group demonstrates its commitment to utilizing all resources at its disposal responsibly; and by integrating fundamental sustainable development principles into all our operations; we conduct business in a way that respects people and the environment in cooperation with our partners.

**“92% of SNF’s revenues meet United Nations Sustainable Development Goals. We are pursuing our efforts to achieve our goal of being carbon-neutral by 2050.”**

## 2024 CONTRIBUTIONS OF SNF REVENUES TO THE UN SUSTAINABLE DEVELOPMENT GOALS




** Share of revenues contributing to the UN SDGs within each market*

## SCORING

CDP
DISCLOSURE INSIGHT ACTION

**Water: B**
**Climate: B**
2024

The Carbon Disclosure Project's Climate Change questionnaire helps businesses evaluate and mitigate their climate change risks.

***Over 24,000 companies report to CDP***

PLATINUM Top 1%
ecovadis
Sustainability Rating
SEP 2024

**Platinum Medal 82/100**

The EcoVadis website features a questionnaire to evaluate businesses' environmental practices, social and human rights, ethics, and responsible purchasing.

***Over 90,000 companies are rated.***

## MEMBERSHIP

**SINCE 2008**

UN Global Compact
United Nations Global Compact

A UN initiative began to encourage corporations to promote human rights and international standards on labor, the environment, and corruption.

***Over 20,700 participants in 179 countries***

TCFD
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

The Task Force on Climate-Related Financial Disclosures, or TCFD's focus, reports on an organization's impact on the global climate.

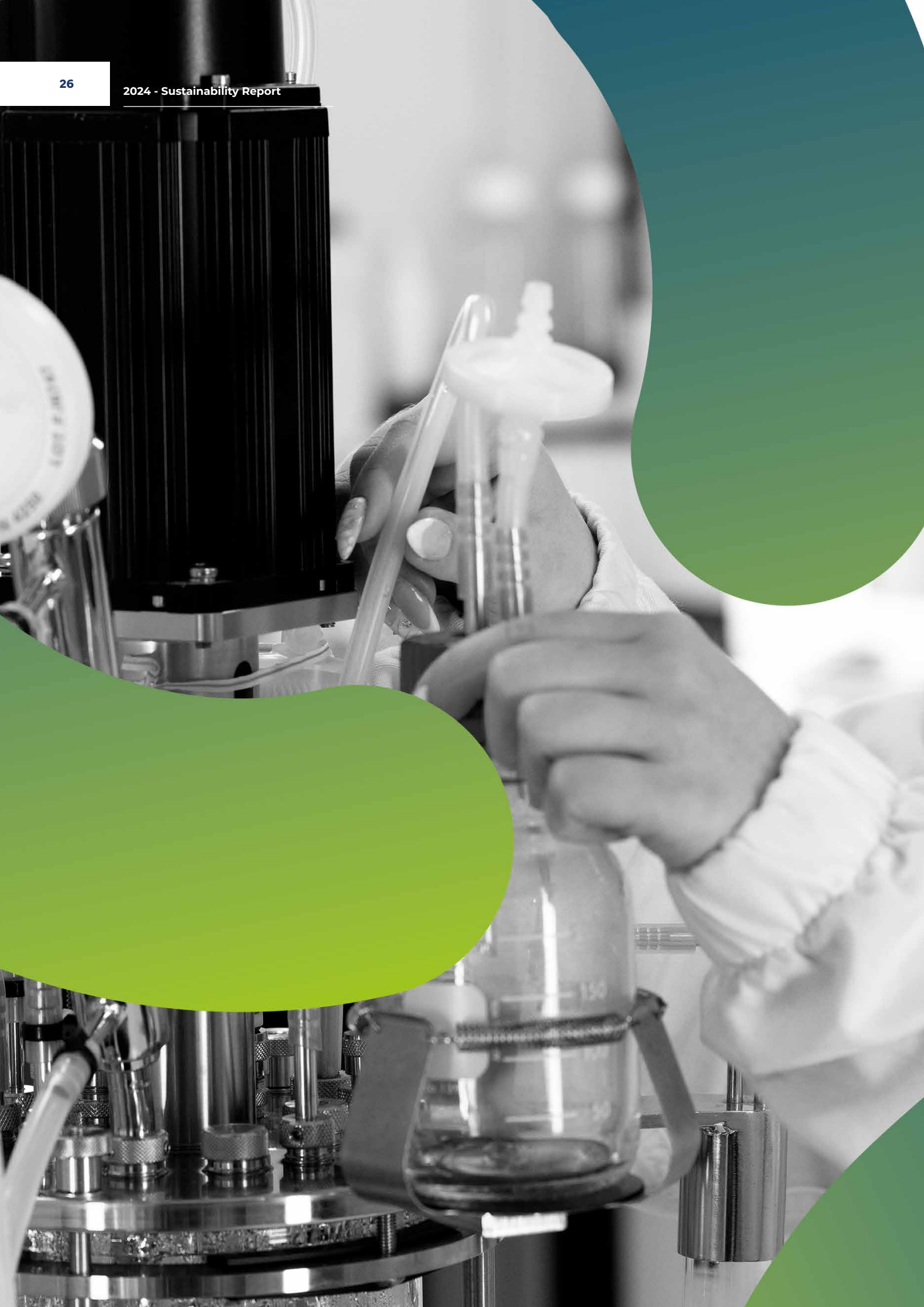
***More than 3,800 organizations have become supporters of the TCFD recommandations.***

Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

**SINCE 1998**

Responsible Care® is an ethical framework for safe chemical management and performance excellence.

***More than 580 global chemical manufacturing companies have signed the Global Charter.***



01

# Act for Responsible Chemistry

Beyond sustainable chemistry, we prefer to use the term Responsible Chemistry, reflecting SNF's ambition to be among the most exemplary chemical companies regarding environmental impact.

# 1.1 Preserving Water

Water is a critical resource under significant stress, and its management has become a central concern for industries worldwide. According to the World Economic Forum, water scarcity is now considered the top global risk to society over the next decade, threatening not only ecosystems but also economic stability and business continuity. Access to clean, safe drinking water and adequate sanitation is also a human rights issue, with many regions facing growing challenges to ensure these basic necessities. For SNF, sustainable management of water resources is both a pressing responsibility and an essential action to support global efforts that foster environmental and social resilience.

SNF recognizes that effective water management is both a risk and an opportunity. On one hand, increasing scarcity and regulatory demands related to water quality place pressure on industrial operations, including SNF's own facilities. On the other hand, these challenges create a unique market opportunity for SNF to develop and provide solutions that help industries reduce their own water footprint. As a key supplier of water treatment solutions, SNF supports its clients in minimizing water waste and improving the quality of discharged water, thereby contributing to a more sustainable industrial ecosystem.

To address these complex needs, SNF is committed to treating, recycling, and preserving water, whether from municipal sources or industrial wastewater. We work with tens of thousands of industrial partners worldwide, helping them implement water optimization technologies, like Zero Liquid Discharge (ZLD) technologies and other innovative practices that enhance water conservation. Through this approach, SNF mitigates its own water-related risks and plays an active role in supporting our clients' sustainability goals, ultimately contributing to the broader global effort to preserve water resources for future generations.



## Municipal Wastewater

SNF provides municipalities with a wide array of patented technologies that optimize the management of effluents and wastewater, all while strictly adhering to the latest health and environmental standards.

## Industrial Water

We provide a range of industrial wastewater treatment solutions suitable for all major industries including food and beverage, automotive, mining, pharmaceutical, petrochemical and energy.

## Drinking Water

Our expertise and technologies ensure the quality and safety of the drinking water supply.

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# Our Water Footprint

## TARGETS

▼20% Reducing Net Water Consumption by 20% by 2030

## 2024 ACHIEVEMENTS

▼31% Net Water Consumption Reduction vs. 2016 (base year)

## ACTION PLAN

Water Management System
Continuous Optimization of Water Use

## SDG

## Water as a Solvent

Water is essential to our manufacturing processes and serves as a deliberate choice of solvent due to its safety and environmental benefits. However, because water is intrinsic to our products and formulations, our target of reducing water intensity excludes this volume.

## Wastewater

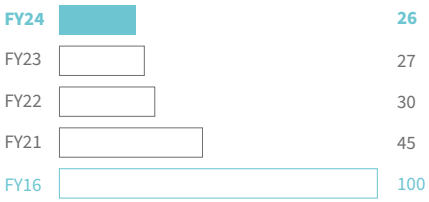
SNF has implemented a water policy to maintain the high quality of natural water and minimize the impact on populations and biota. SNF has improved reporting and stays abreast of regulatory developments, such as the CWW BREF in Europe, to ensure compliance with applicable laws and regulations. SNF makes targeted investments in optimizing water use and its treatment, from the design of its facilities to day-to-day operations.

When appropriate, SNF carries out preliminary treatment to reduce the Chemical Oxygen Demand (COD) load of its wastewater. To limit chemical treatment in cooling towers, SNF privileges treatment by UV disinfection and hydrogen peroxide at most manufacturing sites.

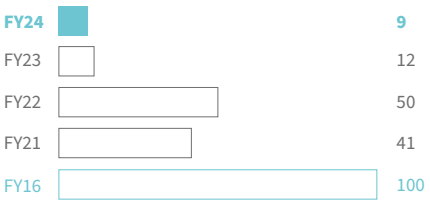
SNF France has built a biological treatment plant to reduce the overall pollutant load of discharges. Recycled treated washwater for reactors now saves approximately 200 cubic meters per week; and physico-chemical treatment has enabled solids/liquid separation of ultra-high-pressure washwater discharges, which carry large amounts of matter.

SNF is committed to minimizing its water footprint, particularly in water-stressed regions. Our two sites in India are located in Zero Liquid Discharge (ZLD) zones, requiring them to recycle nearly all their wastewater. This advanced water management approach significantly reduces our water consumption and environmental impact, reinforcing our commitment to sustainable resource use.

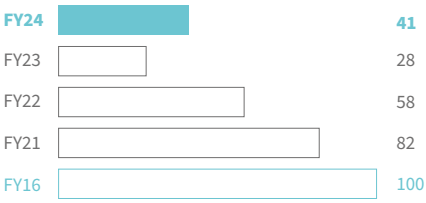
## COD (CHEMICAL OXYGEN DEMAND)




## SUSPENDED SOLIDS IN RELEASED WATER




## NITROGEN CONTENT OF RELEASED WATER




**- 42%**

**COD (Chemical Oxygen Demand) of Released Water vs. 2016 (base year)**

**- 8%**

**Nitrogen Content of Released Water vs. 2016 (base year)**

**- 79%**

**Suspended Solid of Released Water vs. 2016 (base year)**

# 13 Sustainability by Design


## Responsible Chemistry Policy

At SNF, we are committed to reimagining chemistry for a sustainable future. Our Responsible Chemistry policy, launched in 2020, drives innovation across the value chain—from sourcing greener raw materials and optimizing manufacturing processes to enhancing product biodegradability and efficiency. Traditionally reliant on fossil-based raw materials, we are gradually transitioning toward sustainable alternatives with reduced environmental footprints.

Our solutions, designed to minimize ecological impact, help industries with high water usage to reduce their water and energy footprints. By integrating environmental considerations into every stage of product development, we aim to exceed regulatory standards and set benchmarks for green chemistry. Through global collaboration with academic and industrial partners, our Open Innovation initiative furthers these goals, enabling us to deliver high-performance, sustainable solutions that support our clients' sustainability objectives and contribute to a greener future.

# White Biotechnology

## A Legacy of Sustainable Chemistry

At SNF, sustainability has been a core principle for over four decades, reflected in our pioneering use of environmentally responsible processes. Our primary monomer, acrylamide, is produced through enzymatic and biochemical methods that operate at atmospheric pressure and ambient temperature, significantly reducing energy consumption, by-products, and emissions compared with traditional synthesis.

## Expanding Our Use of White Biotechnology

Building on this foundation, we are broadening our application of white biotechnology—the use of microorganisms and enzymes for cleaner, more efficient production. These methods align with our environmental goals, enhancing polymerization reactions to improve energy efficiency, reduce waste, and source sustainable raw materials.

## Atom Economy: Maximizing Efficiency and Minimizing Waste

Atom Economy (AE), a key metric of green chemistry, evaluates how effectively atoms from raw materials are incorporated into the final product. Higher AE means less waste and greater resource efficiency. SNF's polymerization processes achieve nearly 100% AE, which means that almost all reactants are converted into the desired product. High AE minimizes waste as well as reducing costs and the environmental impact of disposal, underscoring our commitment to sustainable manufacturing.

## Reducing Hazardous Substances

SNF Group is dedicated to the responsible management of hazardous substances, ensuring compliance with REACH and local regulations while actively monitoring substances of very high concern (SVHC). We promote the use of safer alternatives that integrate environmental and health considerations from the earliest stages of product development.

Our teams rigorously review Safety Data Sheets (SDS) and make the replacement of carcinogenic, mutagenic, or reprotoxic substances (CMR, categories 1A and 1B) a top priority. When substitution isn't feasible, risk assessments and mitigation plans ensure safety. QHSE experts alongside our R&D teams oversee projects involving hazardous substances to justify use and minimize risks.

Innovations include paraben-free polymers, VOC-reduced liquid polymers using plant-based materials, and phosphorus-free scale inhibitors to combat eutrophication. These efforts advance sustainable practices, improve safety, and reduce environmental impacts while meeting regulatory requirements and stakeholder expectations.

**72** More than COLLABORATIONS

**Number of active R&D collaborations worldwide**

**57%**

**Ratio of 2024 R&D projects dedicated to Responsible Chemistry Policy**

# 14 Sustainable Raw Materials


## Enhancing the Sustainability of Our Raw Materials Sourcing

Transitioning to more sustainable chemistry is a complex, gradual process that requires strategic planning and collaborative efforts. While our processes primarily rely on fossil-based raw materials, we are dedicated to sourcing them more responsibly and minimizing their environmental impact. Our commitment to improvement begins with our suppliers, who play a critical role in our value chain pursuing our decarbonization trajectory.

We have established a rigorous supplier selection framework aligned with our Responsible Purchasing Charter, which evaluates suppliers based on stringent environmental, social, and governance (ESG) criteria. This process prioritizes partners engaged in responsible practices, including adherence to internationally recognized sustainability certifications such as ISCC+ (International Sustainability & Carbon Certification) and sustainable ratings such as EcoVadis or CDP. Our supplier engagement strategy also contributes to achieving a 15% reduction in our Scope 1, 2 & 3 emissions by 2030, reflecting our commitment to a sustainable and circular economy.

Through close partnerships with responsible suppliers, we aim to progressively increase the sustainability of our raw materials footprint. Together with these valued partners, we are advancing our dedication to environmental responsibility and driving positive change across our industry.

## Bio-Based & Renewable Raw Materials

Transitioning to bio-based and renewable raw materials is a top priority for SNF. We aim to reduce the environmental footprint of our polymers while maintaining their performance and value for our customers. In response to our clients' environmental needs, we have intensified our research and development efforts to integrate alternative raw materials derived from renewable resources, such as carbohydrates and biomass. This initiative aligns fully with the United Nations Sustainable Development Goal (SDG 12): "Ensure sustainable consumption and production patterns."

However, several challenges must be addressed to unlock the full potential of a bio-based chemical industry. One critical issue is ensuring the sustainable sourcing of biomass: biomass production must not compete with food crops, does not contribute to deforestation, and adheres to strict sustainability standards.

## Mass-Balanced Attribution

At SNF, we apply the mass balance approach to integrate renewable raw materials—such as bio-naphtha, pyrolysis oil, or biogas derived from organic waste and vegetable oils—into our production processes. By introducing these renewable resources at the earliest stages of chemical production, we can attribute a specific share of sustainable content to selected products through a certified mass balance scheme. This allows us to replace a fraction of fossil feedstocks by sustainable alternatives while maintaining the same high standards of product formulation and quality that our customers rely on.

Our mass balance approach is ISCC+ certified, ensuring full traceability and compliance with strict sustainability criteria throughout the value chain. This certification guarantees that our renewable materials are responsibly and reliably sourced and do not negatively impact food supplies or biodiversity.

DID YOU KNOW?

### 75% of Co-Products in Inorganic Coagulants

**At our plant in St Avold, France, we produce inorganic coagulants (iron and aluminum salts) used in water treatment, including for drinking water. Around 75% of our raw materials come from co-products or by-products of nearby industries such as fertilizer, chemicals and steel; and we're looking to further increase the share of circular materials in our products.**

**By repurposing these materials, some of which would otherwise go to waste, we support a more circular economy.** As a result, our inorganic coagulants have a very low carbon footprint.

1.5

# Environmental Fate of Polymers

In line with our unwavering commitment to environmental responsibility, SNF takes a comprehensive approach to understanding and enhancing the ecological fate of our polymers. This process begins with extensive literature reviews and structural evaluations to understand how our polymers behave in various environmental contexts.

Our strategy includes in-depth studies of both biotic and abiotic degradation mechanisms to identify structural parameters that influence biodegradability and environmental breakdown. By examining these factors, we fine-tune our polymers' structures for environmentally-friendly degradation across a range of industrial applications.

## Diverse Applications and Environmental Fate

Our polymers are used in diverse industrial settings, each with its own implications for environmental fate. For example:

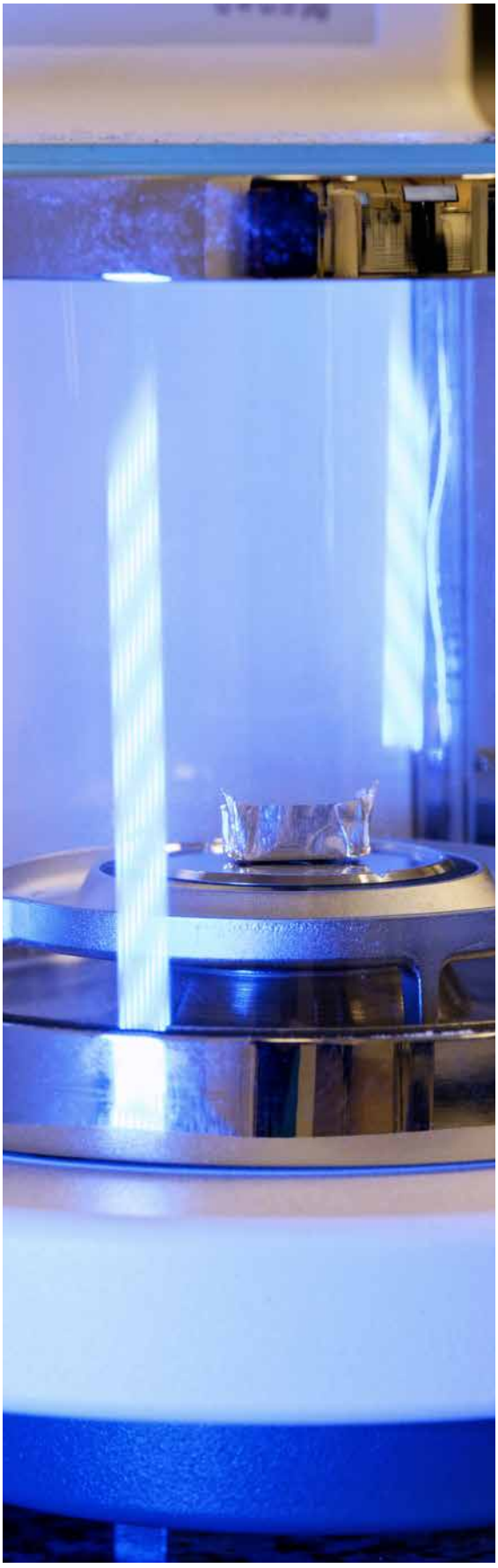
- **In Enhanced Oil Recovery (EOR)**, our polymers are mostly sequestered in geological formations.
- **In the Personal Care industry**, innovative polymers such as SNF's Natursol EMI Lite serve as rheology modifiers, offering superior biodegradability and environmental performance. These polymers are designed to degrade safely in natural environments, undergoing rigorous testing like OECD 301F to ensure compliance with global biodegradability standards.

Beyond the Personal Care market, SNF's polymers exemplify adaptability across industries. For instance, in mining, polymers are utilized in sludge treatment, contributing to efficient solids-liquid separation and enabling water recycling. These polymers can also be recycled into pulp and paper fibers or disposed of through advanced chemical or thermal treatments, reflecting SNF's commitment to sustainable end-of-life management.

## Proactive Development Driven by Market Trends

Although personal care is not one of SNF's primary sectors, it is a leading sector for sustainable solutions aimed at end consumers. At SNF, we integrate early-stage biodegradation studies in all new product development, ensuring that each polymer undergoes rigorous environmental assessment. This proactive approach enables us to refine macromolecular structures to enhance biodegradability, improving both the rate and extent of breakdown under various environmental conditions.

By adhering to this strategy, SNF remains at the forefront of scientific advancements, resulting in polymers with improved environmental performance. Our commitment to sustainability is reflected in every aspect of our polymer development, from initial research to market-driven innovations that address the evolving needs of our customers and the planet.



16

# Waste Management

## Approach

In response to the growing scarcity of natural resources and the environmental impact of industrial activities, SNF is committed to fostering a circular economy and deploying sustainable waste management practices as a top priority. Our approach emphasizes the recovery of valuable by-products and the safe, responsible handling of all waste, especially potentially hazardous materials. This commitment reflects our dedication to environmental protection, regulatory compliance, and the conservation of vital resources. At all SNF facilities, we apply the principles of reducing, reusing, and recycling waste whenever possible. When on site recycling or reuse isn't feasible, we partner with third-party organizations to repurpose by-products. Residual waste that cannot be recycled is sent to specialized treatment facilities. Stringent safety protocols are implemented at each site to ensure safe handling, with specialized training required for all personnel managing hazardous materials.

## Monitoring and Assessing Waste Impact

In line with increasingly rigorous waste management regulations and the transition to a circular economy, SNF conducts an annual, comprehensive review of its waste impact. This process includes collecting detailed data on waste quantities, types, and disposal methods in accordance with GRI 306 standards. To promote transparent environmental reporting, we classify waste as hazardous or non-hazardous and track its final destination to assess circularity. Our primary objective is to minimize waste generation at the source, privileging direct reuse and recycling. Disposal methods such as incineration (with or without energy recovery) and landfilling are treated as last-resort options. Each SNF site closely monitors waste handling and disposal practices, including oversight of third-party operators and favoring on site versus off site treatment methods. A centralized software platform supports consistent tracking and analysis of materials flows throughout our global operations.

## Reducing Waste and Emissions

SNF is committed to reducing its environmental footprint by minimizing waste production and maximizing the recovery of materials for reuse or, ultimately, energy valorization. Our waste management

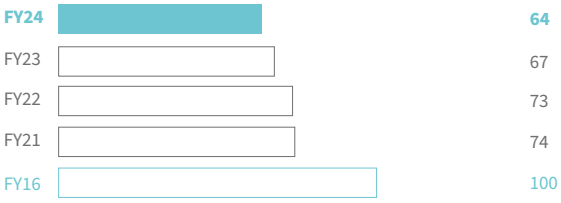
policy extends to controlling air emissions, water and soil discharges, and waste output. To achieve these goals, we focus on optimizing raw materials and energy use, improving production processes, upgrading facilities, installing advanced effluent treatment systems, and developing new technologies. Some of our production processes generate by-products that can be repurposed by other industries. When economically viable, we recycle these secondary streams as raw materials for additional applications. Alternatively, we recover energy from waste using thermal treatment, converting it into heat or electricity to support a more sustainable waste disposal strategy.

## Managing Other Emissions

SNF also takes proactive steps to minimize potential disturbances for communities near our industrial sites. Each year, we implement measures to reduce noise, odor, and other emissions. Recent improvements include modifications to treatment facilities to lower sulfur dioxide emissions, installation of activated carbon filters, silencers for compressors and chillers, selection of low-noise cooling towers, and the enclosure of certain production activities to reduce sound emissions.

### NON-HAZARDOUS WASTE


### HAZARDOUS WASTE




**23kt**

**of Valorized Waste**

**- 33%**

**Total Hazardous Waste - intensity by Turnover vs. 2016 (Base Year)**

# 1.7 Product Stewardship


## Commitment

SNF integrates product stewardship into all product lifecycle stages, from development to end-of-life disposal. Our Product Stewardship Policy ensures compliance with chemical regulations and addresses our products' potential environmental, health, and safety impacts. SNF's commitment to responsible product stewardship management includes:

- **Chemical Risk Assessments:** Rigorous evaluations are conducted throughout the entire product lifecycle to identify potential hazards, implement risk management strategies, and ensure compliance with the latest regulatory frameworks. These assessments ensure human health and environmental protection by incorporating advanced methodologies to minimize potential adverse impacts.
- **Responsible Care® Program:** SNF actively participates in the Responsible Care initiative, a global chemical industry standard promoting the safe handling and use of chemicals. This includes establishing preventive measures to manage product safety risks proactively.
- **Sustainability-Driven Innovation:** Building on the principles of Responsible Chemistry, SNF emphasizes the development of eco-designed products, which reduce resource intensity, leverage renewable raw materials, and improve product biodegradability. Additionally, SNF helps its customers to select the most efficient products for their applications in order to minimize chemical use and offers a recertification process for products exceeding their shelf life, along with in-house retreatment of expired products to prevent waste.
- **Transparent Communication and Engagement:** SNF maintains an open dialogue with stakeholders, including customers and regulatory bodies, to provide clear product information and safety management.

## Product Lifecycle Management

SNF's product lifecycle management (PLM) strategy emphasizes sustainable design and safety at each stage of development. Our PLM system rigorously tracks all chemical substances, ensuring compliance to health, safety, and environmental standards. This process includes:

- **Materials Selection for Sustainability:** Wherever possible, SNF selects materials that minimize resource consumption and reduce environmental footprint to support a circular economy. Sustainable sourcing strategies and resource-efficient processes contibute to our commitment to environmental stewardship.
- **Quality Management System:** SNF's quality management practices follow internationally recognized standards, including ISO certifications, ensuring that products meet stringent quality, safety, and performance benchmarks. Our quality management policy includes regular internal audits and continuous improvement practices to proactively address and prevent potential quality issues.
- **Integration of Eco-Design Principles:** Every stage of the product lifecycle incorporates eco-design strategies to enhance energy efficiency, reduce emissions, and ensure minimal environmental impact during production and product use.

## Ensuring Product Safety and Compliance

To uphold the highest safety standards, SNF maintains robust compliance protocols, such as:

- **Regular Compliance Audits:** SNF conducts compliance audits across the value chain to ensure that all products meet local and international regulatory requirements. These audits help us monitor adherence to health, safety, and environmental laws and proactively address any areas needing improvement.
- **Customer and Stakeholder Engagement:** SNF provides transparent product safety and compliance information through safety data sheets (SDS) and labeling, which enables customers to handle our products responsibly. We also engage stakeholders in regular reviews to incorporate feedback and align with best practices.

## Quality Commitment

SNF upholds the highest manufacturing standards, adhering to ISO 9001 and its internal Quality Policy. Most sites are also ISO 14001 certified for environmental compliance. Committed to ISO 9001:2008 and 9001:2015, SNF applies continuous improvement principles to enhance quality, reliability, and efficiency while reducing waste and costs.

# 1.8 Biodiversity


At SNF, we recognize that biodiversity is a cornerstone of sustainable development, and we are committed to integrating biodiversity preservation into every aspect of our operations. Protecting ecosystems, and collaborating with stakeholders to enhance local biodiversity are central to our strategy. Our approach aligns with global sustainability goals and reflects our dedication to minimizing our ecological footprint.

## Aligning Biodiversity with Climate and Sustainability Goals

Our biodiversity strategy is interwoven with our overarching sustainability and climate action plans. By addressing biodiversity as part of our environmental stewardship, we ensure a holistic approach to protecting ecosystems while achieving long-term business resilience. This commitment is reflected in our initiatives across our product portfolio, operational practices, and stakeholder collaborations.

## Operational Practices that Support Biodiversity

SNF is dedicated to preserving biodiversity in and around its operations:

- **Collaboration with Local Authorities:** During the construction and management of our facilities, such as our main plant in Andrézieux, France, we actively collaborate with environmental authorities like DREAL (Direction Régionale de l'Environnement, de l'Aménagement et du Logement). These partnerships ensure that our infrastructure development aligns with best practices for protecting local flora and fauna.
- **Habitat Preservation:** As part of these collaborations, we implement measures to safeguard local wildlife habitats during construction and site exploitation. This includes habitat restoration initiatives and ongoing monitoring to mitigate any potential adverse impacts.

## Collaborating to Achieve Biodiversity Goals

We recognize that preserving biodiversity is a collective effort. Through partnerships with local stakeholders, regulators, and environmental organizations, SNF ensures that its initiatives are backed by expert knowledge and produce results at the local level. These collaborations strengthen our ability to align business objectives with environmental stewardship, contributing positively to biodiversity and local ecosystems.

## Commitment to Continuous Improvement

More than an obligation, promoting biodiversity is an opportunity to innovate and demonstrate our leadership in sustainability. SNF is committed to continually assessing and enhancing our biodiversity practices, integrating cutting-edge solutions, and expanding collaborations to ensure that we contribute to a thriving, biodiverse future.

*Skylark nesting areas have been preserved at the SNF industrial plant in Saint-Avold in cooperation with the relevant wildlife protection authorities.*

DID YOU KNOW?

## Protecting Wildlife in Site Development

At SNF, we make environmental responsibility a top priority to be sure that industrial development coexists with nature. We take proactive measures to protect fauna habitats when constructing production sites.

Before construction, SNF conducts environmental assessments to safeguard critical habitats. If species are at risk, we take action to protect them.

- Project extension aborted due to fauna habitat
- Collaboration with fauna preservation associations
- Safe relocation of fauna from construction sites.

Industrial progress and biodiversity protection can go hand in hand. Through assessments, conscious decisions, and conservation partnerships, SNF remains dedicated to preserving wildlife while growing responsibly.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STOP
STOP
ATTENTION
ATTENTION

02

# Act for Carbon Neutrality

# We act for Carbon Neutrality

CINTIA ANDRADE
PLANT DIRECTOR - SNF FLOPAM BRASIL

**Since 2022, the electricity used in the operations of SNF's Flopam Brazil site has been sourced 100% from renewable sources, meaning it has a lower carbon footprint.**

### AS THE PLANT AND SUPPLY CHAIN DIRECTOR, HOW DO YOU CONTRIBUTE TO THE COMPANY'S CARBON NEUTRALITY GOALS, AND WHAT CHALLENGES DOES THE CHEMICAL INDUSTRY FACE IN REDUCING EMISSIONS?

In my role, I ensure that production and supply chain operations are efficient and sustainable, aligning with our carbon neutrality goals by reducing emissions, optimizing processes, and promoting renewable energy. The chemical industry faces challenges due to its reliance on high energy consumption and fossil-based raw materials. Transitioning to sustainable alternatives requires continuous innovation and investment, but the industry is actively working on solutions to minimize environmental impact while remaining competitive.

### HOW DO YOU ENSURE THAT SUSTAINABILITY EFFORTS ARE CARRIED OUT THROUGHOUT THE ENTIRE SUPPLY CHAIN, FROM SOURCING TO DISTRIBUTION?

Ensuring that sustainability permeates the entire supply chain requires a firm commitment to ethical and sustainable practices at every stage, from selecting suppliers to delivering products to customers. In my role, I seek to establish partnerships with suppliers who share our sustainability values and meet strict environmental criteria. Furthermore, we implement solutions to optimize logistics, utilizing more efficient technologies and transportation sources with a lower environmental impact, such as shipping raw materials and finished products by cabotage. Encouraging the teams involved in these operations to think «outside the box» and stay alert to market innovations in this area is essential to ensuring that our sustainability goals are met, aligned with the values and environmental commitments of SNF.

### CAN YOU TALK ABOUT ANY INVESTMENTS IN RENEWABLE ENERGY OR OTHER INITIATIVES THAT ARE PART OF YOUR CARBON-NEUTRAL STRATEGY?

Yes, the company has been dedicated to investing in technological solutions and sustainable practices to advance carbon neutrality. Since 2022, the electricity used in the operations of SNF's Flopam Brazil site has been sourced 100% from renewable sources (wind energy), meaning it has a lower carbon footprint. Because of this, we were certified with the I-REC (International Renewable Energy Certificate), a global system that certifies the renewable origin of energy consumed by companies, industries, and households. Additionally, we have replaced high-energy consumption equipment with more energy-efficient alternatives. We also implemented the Zero Landfill Program; since 2024, 100% of the solid waste generated in the production process is recycled or co-processed to be used as an energy source in third-party processes, which also reduces the consumption of fossil fuels in their operations. I also highlight circular economy actions we've implemented, such as the reuse of raw materials and product packaging, which reduces the consumption of resources that would be used to manufacture new packaging.

### HAVE YOU ADOPTED SUSTAINABLE APPROACHES TO LOGISTICS OR TRANSPORTATION TO REDUCE YOUR CARBON FOOTPRINT?

Yes, we have adopted some approaches to reduce the carbon footprint in the logistics sector. We seek to use cabotage transportation, which is a cleaner operation, instead of road transport for domestic raw materials and some finished products sold to the Brazilian market. We have increasingly optimized truck routes and loads to minimize fuel consumption. Efficient inventory management and improvements in internal logistics have also been focal points, aiming to reduce waste and improve materials flow to optimize energy consumption and operational costs.

These strategies, aligned with our sustainability and carbon neutrality vision, are essential for transforming our operations into a more sustainable and efficient model. In this way, we contribute to the global sustainability strategy of SNF.

# 2.1 Commitment to Net Zero

## TARGETS

▼15% Reducing Scopes 1, 2, & 3 emissions by 15% by 2030

## 2024 ACHIEVEMENTS

▼45% Scope 1+2 emissions vs. 2016 (base year)

▼3.5% Scope 3 emissions vs. 2023

## ACTION PLAN

Optimize Energy Efficiency
Transition to decarbonized energy sources

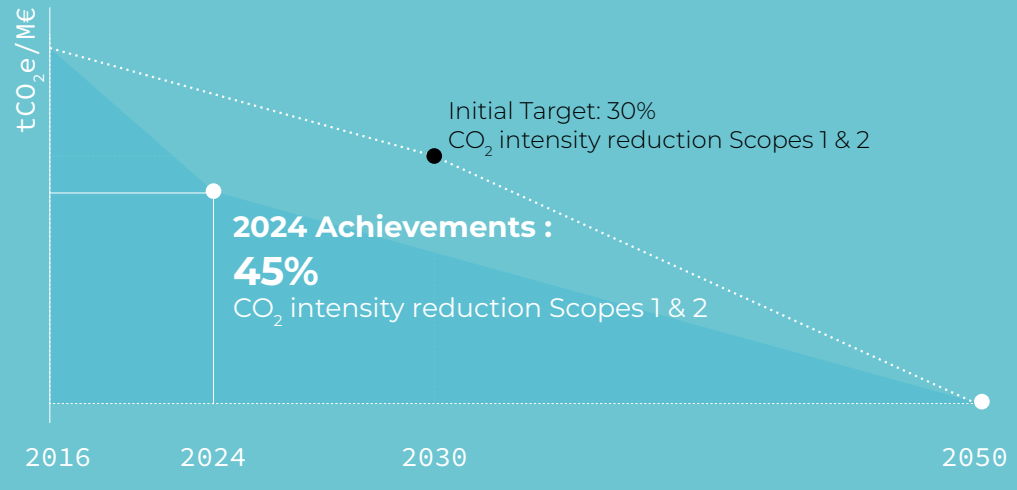
SNF's solutions help customers reduce water consumption and improve process efficiency, lowering greenhouse gas emissions in their business activities. We are also committed to reducing our own $CO_2$ emissions throughout the value chain. As we pursue climate neutrality, we seek to offer our customers products with an ever-lower carbon footprint (PCF).

However, emissions from our production, use of energy, and our upstream and downstream value chains still impact the climate. Climate protection is paramount to us and, as such, is a core component of our corporate strategy. We incorporate climate scenarios into the strategies of our business units and continuously analyze the short- and long-term opportunities and risks that arise related to energy and climate protection as part of our opportunity and risk management.

## Commitment to Net Zero

As a chemical company, we recognize our responsibility to use energy efficiently and contribute to climate protection. We are committed to the Paris Climate Agreement and aim to lead in low-emissions chemistry. Our climate plan, 'Act for Carbon Neutrality', aligns with the Corporate Sustainability Reporting Directive (CSRD) and GRI standards, focusing on reducing greenhouse gas (GHG) emissions across our operations and value chain. Our target is set for net-zero GHG emissions by 2050, including Scope 1, Scope 2, and Scope 3 emissions.

## TOWARDS 2050 CARBON NEUTRALITY

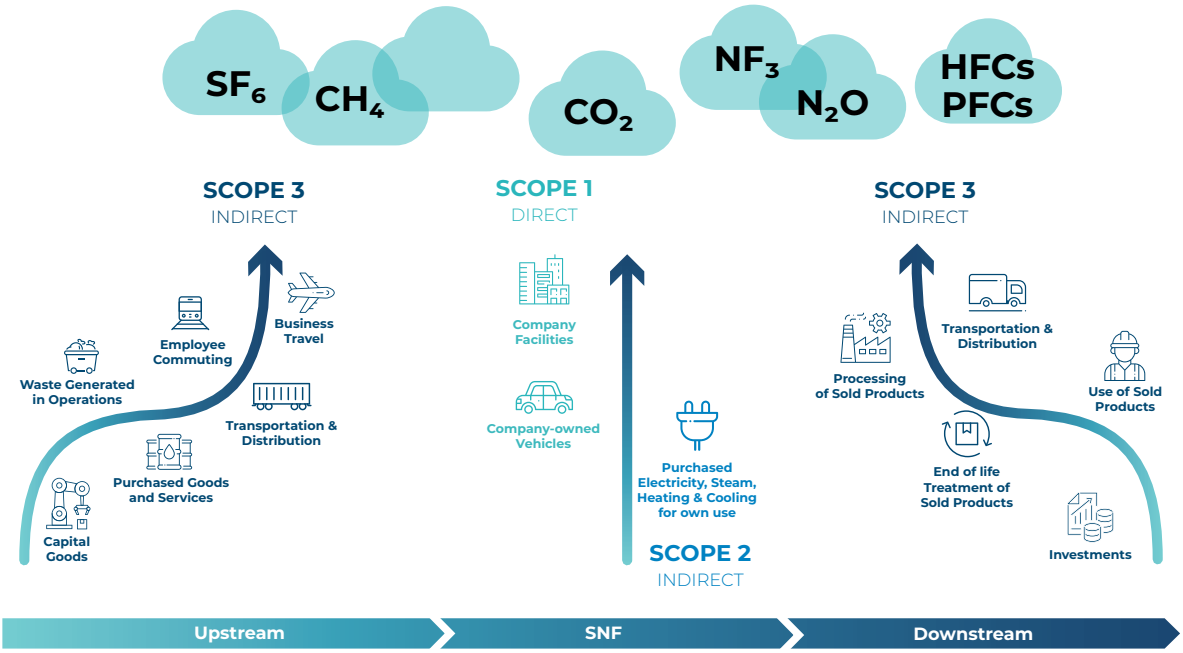


# 2.2 Our Own Emissions

**Full Understanding of our Greenhouse Gas Emissions**

Scopes 1 & 2
**0.60**
Mt $CO_2$

Scope 3
**9.90**
Mt $CO_2$




**Scope 1:** Direct emissions from sources owned or controlled by SNF, such as on site energy generation.

**Scope 2:** Indirect emissions generated from purchased electricity (used for driving force, air or nitrogen or cooling production and heat pumps).

**Scope 3:** All other indirect emissions across the value chain, including raw materials procurement, logistics, use, and end-of-life of sold products.

By evaluating emissions across all three scopes annually, we aim to identify our most significant emissions sources and tailor our strategies for effective mitigation. Our assessment indicates that Scope 3 emissions are the most significant contributors, particularly those linked to raw materials purchases.

# 2.3 Energy Optimization


## Maximizing energy efficiency

Achieving global emissions reduction targets and ensuring compliance with corporate sustainability goals requires transformative actions on energy consumption at an organizational level. To meet this challenge, SNF actively adopts best manufacturing practices and deploys cutting-edge technologies at all its facilities. This approach enables us to stay aligned with global advancements in energy efficiency while continually identifying new opportunities for improvement.

At SNF, our facilities primarily rely on gas for heating and drying, and steam production in manufacturing units, and electricity for powering machinery, lighting, and utilities such as air, nitrogen, and cooling systems. We are committed to optimizing energy usage throughout our operations, including equipment design, procurement, and daily plant activities. A global network of energy specialists works collaboratively with our procurement and technical teams to ensure a comprehensive and practical approach to energy management.

In 2024, we made progress on our Energy Efficiency Program, reinforcing our commitment to reducing specific energy consumption (kWh per metric ton of product) at all manufacturing sites. The program is centered on key priorities that drive meaningful change and deliver measurable results.

### 1. Harmonizing Global Energy Efficiency Management Practices

Harmonizing energy efficiency practices across all SNF sites is critical to building sustainable and responsible energy operations. By adopting a unified approach, SNF can improve environmental performance, lower operational costs, and contribute to global efforts to combat climate change.

This harmonization entails deploying cutting-edge technologies, sharing best practices, and standardizing energy management protocols. These measures streamline processes across our facilities, enabling us to optimize energy footprints and foster a cohesive collaboration network; in this way, SNF maximizes its positive impact on energy conservation and sustainability goals.

## 2. Conducting Comprehensive Energy Reviews

Comprehensive energy reviews are a cornerstone of our strategy to identify and implement energy efficiency improvements. These reviews involve detailed assessments of manufacturing sites to cover specific areas where resource efficiency can be enhanced.

Once opportunities are identified, we prioritize swift implementation, transitioning ideas from concept to action. This focused approach ensures that energy optimization is both acknowledged and translated into measurable results at the operational level.

## 3. Evaluating and Prioritizing Investment Projects

Investing in energy efficiency projects is a critical component of our strategy. Each project undergoes rigorous technical and economic evaluation to ensure that it is both environmentally beneficial and economically viable. This dual focus guarantees that investments maximize returns while supporting SNF's long-term sustainability and energy efficiency objectives.

For key investment projects, SNF uses an internal carbon price set at €80 per metric ton of CO2 equivalent in economic models. This pricing aligns with EU's Energy Trading System (ETS) standards to encourage investment in low-carbon and carbon-free technologies.

## 4. Advancing SNF's Energy Efficiency Management System

Throughout 2024, SNF achieved significant energy savings by successfully executing projects across its global operations. These efforts are part of an ongoing initiative to refine and enhance our energy efficiency management system. By continuously improving this framework, SNF is positioned to adapt quickly to evolving energy challenges and maintain our leadership in sustainable energy management practices.

By embedding energy optimization into the core of our operations, SNF is driving progress toward its energy efficiency goals while contributing to global climate action. Through harmonized practices, targeted reviews, strategic investments, and system-wide improvements, we remain committed to creating a more sustainable and energy-conscious future.

DID YOU KNOW?

### Reuse of Waste Heat

Fatal heat refers to the thermal energy dissipated by industrial processes. This can include emissions from exothermic reactions, gas combustion in the powder drying process, heat from cooling water units, vapors, steam, and conditioned air. Our ongoing initiatives involve exploring various projects incorporating heat pump technologies to recover fatal heat.

Using heat pumps, this recovered heat, initially lost at low temperatures, is extracted, amplified, and subsequently redirected to areas where it is required. By way of illustration, instead of elevating air temperature from 30°C to 180°C, the heat pump repurposes heated air at 75°C, amplifying it to reach 180°C. For example, this reclaimed heat can be applied to dry powder in our combustion chambers.

# 2.4 Renewable and Clean Energy

SNF's energy consumption under Scopes 1 and 2 is primarily driven by its industrial operations. Our facilities mainly rely on gas for heating and drying, and steam production in manufacturing units, while electricity powers machinery, lighting, and utilities such as air, nitrogen, and cooling systems. Transitioning to decarbonized energy sources is a strategic priority for SNF, underscoring our long-term commitment to sustainability. SNF employs a dual strategy to restructure our energy supply that combines internal renewable energy development with external procurement of clean energy.

First, SNF is investing significantly in renewable energy assets, focusing on wind and solar farms.

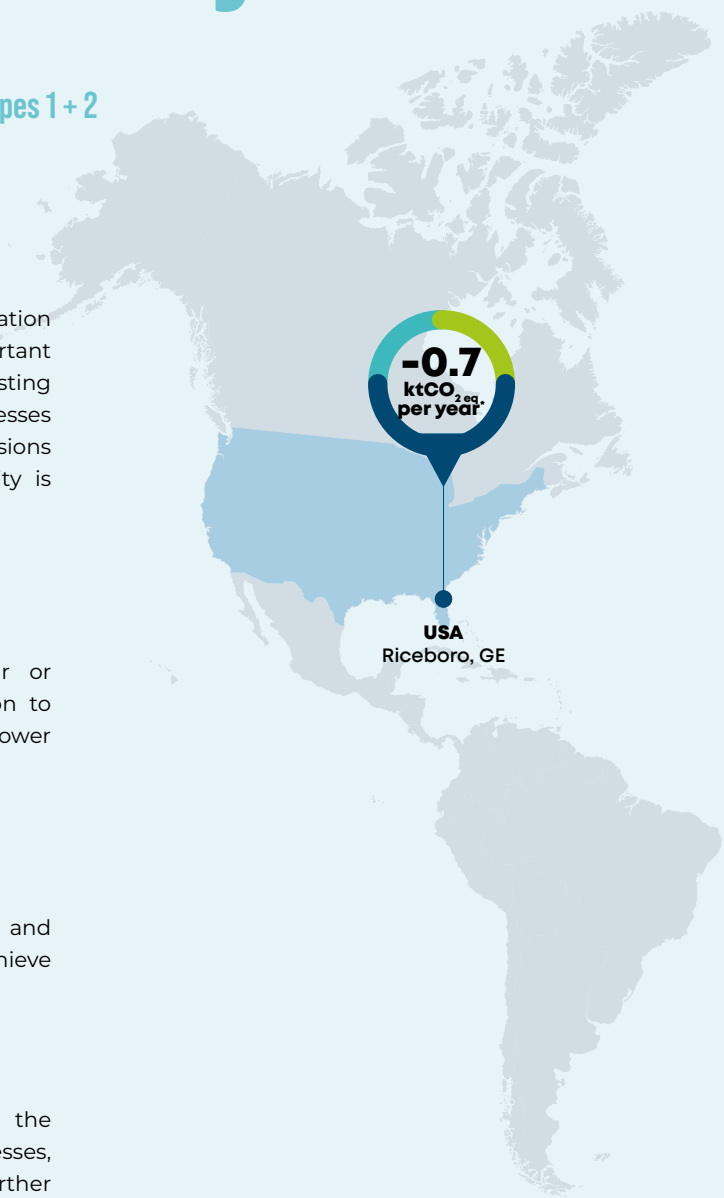
Second, depending on regional conditions and market regulations, SNF plans to secure green power through long-term agreements with renewable energy providers, purchasing agreements and acquiring renewable energy certificates. This strategy includes securing electricity and gas from renewable sources through extended procurement agreements.

By proactively adopting renewable energy solutions, SNF is reducing carbon emissions, mitigating environmental impacts, and contributing to a cleaner, more sustainable energy future. These efforts place SNF at the forefront of responsible and forward-thinking energy practices that are fully aligned with modern corporate sustainability goals.

This multifaceted approach ensures a diversified and sustainable energy portfolio, reinforcing SNF's commitment to environmentally responsible practices and advancing the global transition to renewable energy.

# #We ACT for Carbon Neutrality

## 2022-2024 - SNF Decarbonisation Projects Map - Scopes 1 + 2




### Electrification

According to the IEA Net-Zero scenario, electrification of energy demand is one of the most important strategies to decarbonize society. We are testing the replacement of some gas-powered processes by heat pumps to achieve significant $CO_2$ emissions reductions in France, where the grid electricity is already low carbon.

### Renewable electricity

Where possible, we are adding some solar or wind power capacity to our plants, in addition to contracting for green electricity through power purchase agreements.

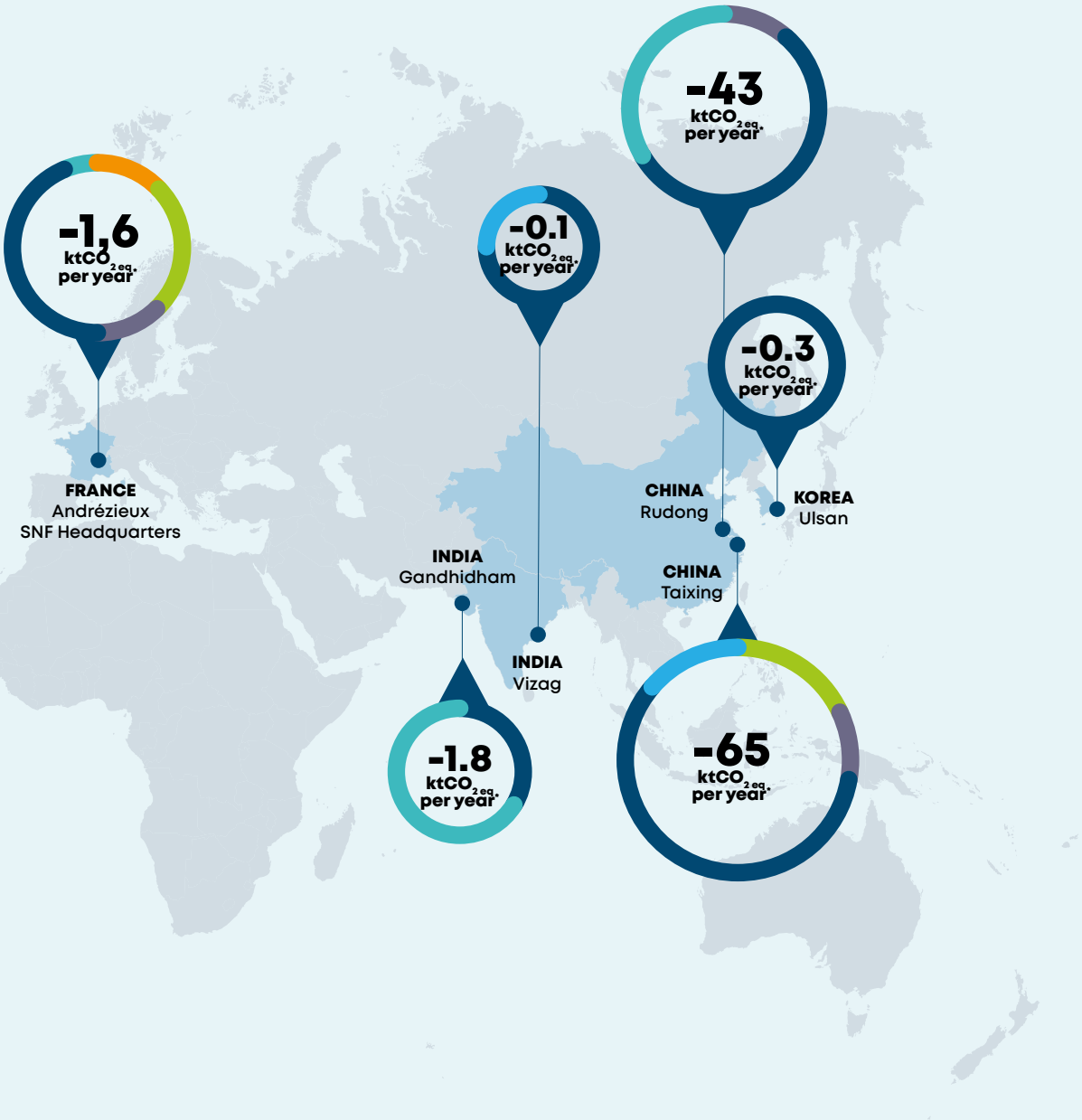
### Energy Efficiency

We are mindful of our energy consumption and continuously optimize our processes to achieve greater energy efficiency. This includes:

**Gaz consumption reduction projects**

**Heat Recovery projects**: fatal heat refers to the thermal energy dissipated by industrial processes, and this can sometimes be recovered to further reduce our energy consumption

**Other process optimizations**: for example, replacement of equipment by more efficient solutions




**23 kt**

Decarbonization projects in our facilities in 2024

**-162 kt $CO_{2\ eq}$**

Scopes 1 & 2 emissions reduction from production sites in 2024

** on average per year from 2022 to 2024*

# 2.5 Emissions in our Value Chain

SNF is actively addressing multiple fronts to reduce the Scope 3 emissions of its products along the entire value chain, both upstream and downstream of its production processes.

Scope 3 encompasses all greenhouse gas emissions not directly related to the operation of a manufacturing site but generated during other stages of a product's lifecycle. In March 2024, the robustness of SNF's Scope 3 emissions reporting was validated through an external audit conducted by an independent third-party organization* (Deloitte).

This recognition of the Group's calculation and tracking methodology highlights years of effort by SNF teams to better understand and address these emissions. By collaborating across the entire value chain, SNF has made significant strides in identifying and implementing strategies to reduce its Scope 3 emissions. The evaluation determined that Scope 3 accounted for 94% of the Group's total $CO_2$ emissions in 2024.

## Engaging with Value Chain Partners to Reduce Scope 3 Emissions

Within the Scope 3 emissions, purchasing of raw materials, packaging, and services (Scope 3.1) accounted for 80% of Scope 3 and 76% of the Group's total $CO_2$ emissions in 2024.

Engaging with our value chain partners is a key action in SNF's efforts to reduce Scope 3 emissions. SNF is leveraging resources such as the EcoVadis platform and suppliers' ESG reports to evaluate the sustainability programs of its suppliers, including their greenhouse gas (GHG) emissions management practices and targets.

In 2024, SNF launched a formal Responsible Purchasing campaign aimed at enhancing the quality of emissions data related to our raw materials. This initiative not only supports SNF's sustainability objectives but also empowers our value chain partners to advance their own environmental programs. By fostering collaboration, this program helps uncover opportunities to reduce emissions both within the chemical industry at large and on a local level, benefiting our customers, the environment, and the communities we serve.

## Low-carbon raw materials

SNF's transition to utilizing more low-carbon raw materials represents a significant step toward reducing Scope 3 emissions, which encompass the indirect emissions generated all along the value chain. By sourcing raw materials with a lower carbon footprint—such as bio-based, circular, or sustainably produced chemicals—SNF can significantly cut the greenhouse gas emissions associated with their production. This shift aligns with broader industry trends and regulatory expectations, positioning the company as a leader in sustainability. Furthermore, adopting low-carbon materials can enhance the sustainability of SNF's operations, reducing dependence on fossil-based inputs and fostering partnerships with suppliers committed to decarbonization. This proactive approach supports our emissions reduction targets and also meets growing customer and market demands for sustainable products, bolstering SNF's competitiveness while addressing critical climate goals.

## Sustainable Transportation Practices

Regarding transportation - for both products and raw materials - SNF makes finding sustainable and efficient solutions a top priority. We actively promote multimodal transportation, combining rail and road, to reduce environmental impacts and optimize logistics. Additionally, we encourage the adoption of alternative fuels, such as biodiesel and liquefied natural gas (LNG), for truck transportation.

By leveraging multimodal transport systems, SNF reduces greenhouse gas (GHG) emissions and minimizes road congestion and fuel consumption. Rail transportation, in particular, offers a significantly lower carbon footprint compared with traditional road transport, making it a preferred choice for long-distance freight.

## Supporting Our Customers in their Decarbonization Journey

While Scopes 1, 2, and 3 are the accounting standards to measure direct and indirect carbon emissions, an agreed standard to quantify the positive environmental impacts of products and services has not yet been established. At SNF, we have coined the term 'Handprint', which means the opposite of carbon footprint; it highlights the positive environmental impacts on both water and energy savings as well as the atom economy. In 2023, the WBCSD introduced its 'Guidance on avoided emissions' document, setting the basis for avoided emissions. While the latter relates only to GHG-avoided emissions, the Handprint defined by SNF refers to both avoided emissions and water savings during product usage.

SNF's solutions help customers reduce their water consumption, recycle water, or close the loop. As a result, they avoid the emissions associated with pumping and distributing water, creating a positive impact—or a 'handprint.'

We recognize that these solutions come at a cost, since they expand SNF's Scopes 1, 2, and 3 emissions.


SNF
WATER SCIENCE


# 03 Act for Our People

At SNF, we firmly believe that our employees are the backbone of our success. We are committed to fostering a safe, inclusive, and thriving work environment where each and every individual feels empowered and valued. By making health, safety, well-being, and equal opportunities a top priority, we embed sustainability and responsibility into the very fabric of our corporate culture.

# We act for Our People

**THERESA FALKER**
HR LEADER - SNF USA

**HOW DO YOU KEEP IN TOUCH WITH YOUR EMPLOYEES?**

Staying connected with employees is a priority. I maintain open communication through regular check-ins, an open-door policy, and site visits. Employee engagement initiatives, such as recognition programs, foster a sense of community. Leaders actively acknowledge achievements to create a supportive work environment.

Additionally, we focus on employee well-being by offering mental health resources, flexible work arrangements, and a culture of openness. By ensuring transparent and authentic communication, we build trust and make employees feel valued. My goal is to create a workplace where everyone feels heard, respected, and motivated to contribute their best.

**QUALITY OF LIFE AT WORK IS ESSENTIAL FOR EMPLOYEE SATISFACTION. WHAT STEPS HAS SNF TAKEN TO ENHANCE ITS EMPLOYEES' OVERALL QUALITY OF LIFE?**

SNF prioritizes employee well-being through wellness programs, career development, and recognition initiatives. Our wellness programs include mental health resources, counseling services, and financial planning assistance. Career growth opportunities are supported through professional development programs, leadership training, and mentorship.

We also emphasize recognition, celebrating achievements through structured appreciation programs and peer recognition initiatives. Our diverse and inclusive workplace ensures that employees feel valued and respected. By continuously listening to employee needs and making adjustments, we cultivate a supportive culture where they can thrive professionally and personally.

### WHAT ARE THE KEY INITIATIVES UNDERTAKEN TO PROMOTE DIVERSITY AND INCLUSION ACROSS THE ORGANIZATION, AND HOW ARE THEIR IMPACTS MEASURED?

SNF fosters diversity through inclusive hiring, Employee Resource Groups (ERGs), and D&I training. Our Women's + Allies ERG provides a platform for employees to connect and share experiences. Through our Leadership Academy Program, we conduct unconscious bias training and inclusive leadership workshops to enhance awareness. To measure impact, we track diversity metrics, monitor retention and promotion rates, and gather employee feedback.

These insights help us refine our strategies and ensure meaningful progress toward a more inclusive workplace. By prioritizing diversity, we create a culture that values different perspectives, promotes equity, and enhances overall employee engagement.

### AS THE HEAD OF HR, HOW DOES SNF INVEST IN ITS EMPLOYEES' PROFESSIONAL DEVELOPMENT AND TRAINING?

SNF supports continuous learning through training programs, leadership development, and skill-building initiatives. We offer in-person and online courses on leadership, communication, and technical skills. Tuition reimbursement programs help employees pursue further education. Our mentorship initiatives and executive coaching prepare emerging leaders for greater responsibilities.

Employees receive performance feedback and coaching to support their career goals. We recognize and celebrate professional development efforts, reinforcing a culture of learning. Investing in employee growth enhances job satisfaction, strengthens the workforce, and ensures that SNF remains competitive in a rapidly evolving industry.

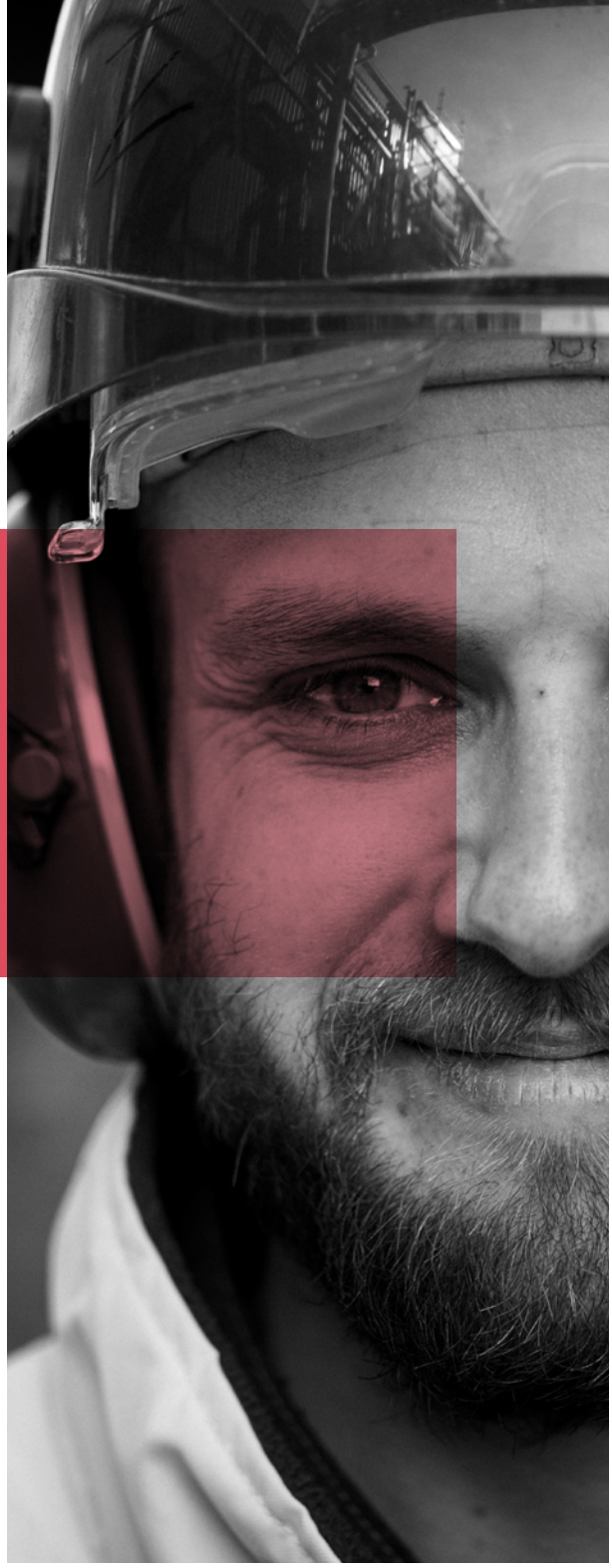
### WHAT STRATEGIES ARE BEING IMPLEMENTED TO ATTRACT AND RETAIN TOP TALENT, PARTICULARLY IN THE CONTEXT OF A COMPETITIVE AND RAPIDLY EVOLVING JOB MARKET?

SNF attracts and retains talent through strong employer branding, competitive compensation, and career development opportunities. We showcase our culture through social media, job fairs, and university partnerships. Competitive salary packages, flexible benefits, and work-life balance initiatives ensure employee satisfaction. A structured onboarding process helps new hires integrate smoothly.

Career advancement programs, leadership training, and mentorship opportunities support long-term retention. By staying agile and adapting to market trends, we continuously refine our approach to meet evolving workforce expectations. Our goal is to create an environment where employees feel supported, challenged, and motivated to build a lasting career with SNF.

**"By prioritizing diversity, we create a culture that values different perspectives, promotes equity, and enhances overall employee engagement."**

# 3.1 We are SNF



At SNF, we firmly believe that our employees are the backbone of our success. We are committed to fostering a safe, inclusive, and thriving work environment where each and every individual feels empowered and valued

**By making health, safety, well-being, and equal opportunities a top priority, we embed sustainability and responsibility into the very fabric of our corporate culture.**

▲ **+8%** compared to 2023

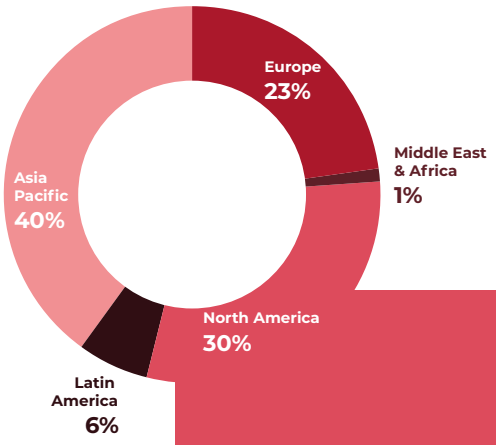
**8,800**

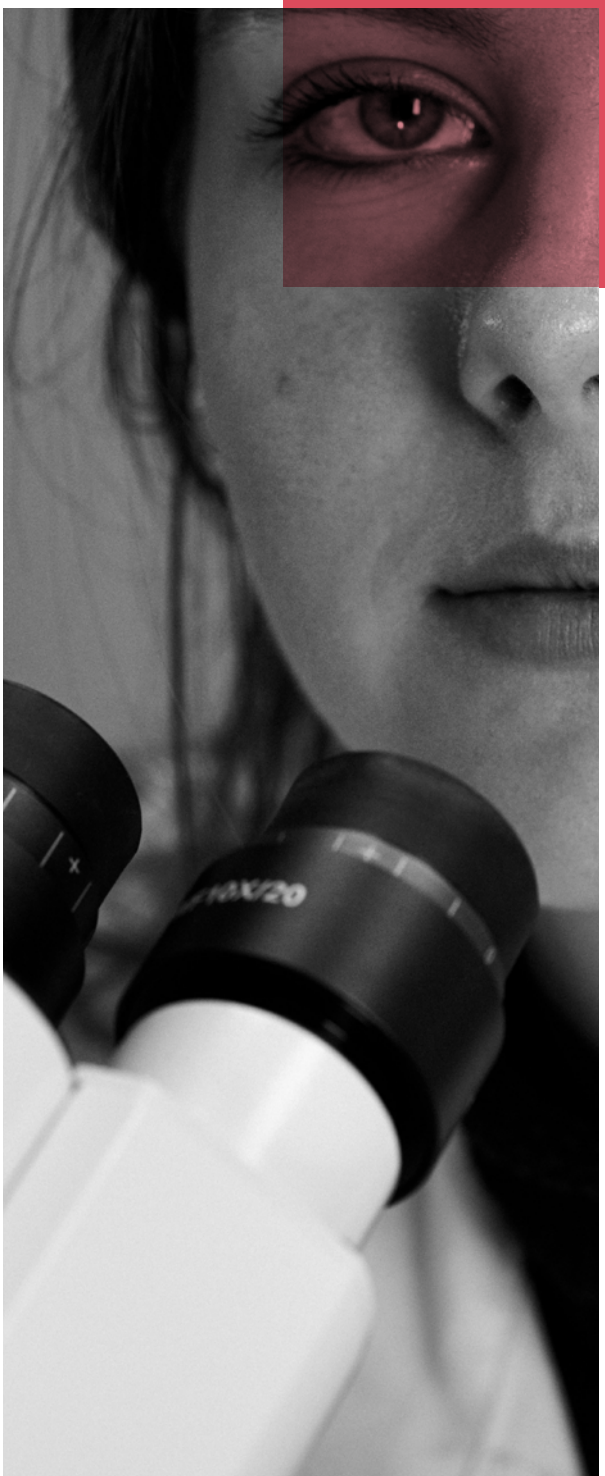
Employees worldwide in 2024

**22%**

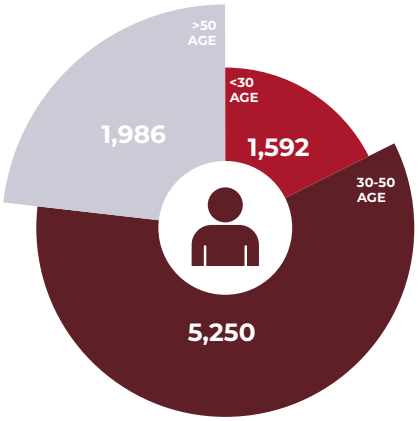
Women at SNF

## EMPLOYEE BREAKDOWN BY REGION



## EMPLOYEE BREAKDOWN BY AGE



# 3.2 A Safe Work Environment

## TARGET

**ZERO** Zero Incidents

## 2024 ACHIEVEMENTS

**1.2** WRIR (Work-Related Injury Rate)

## ACTION PLAN

Risks Evaluation and Analysis
Employee Awareness & Training

**70%**
of Training Hours Devoted to EHS

**1.20**
WRIR (Work-Related Injury Rate) 2024

At SNF, ensuring the safety and well-being of our employees, contractors, and surrounding communities is a cornerstone of our operations. Guided by our comprehensive Industrial Risk Management System (IRMS), we are committed to fostering a safety culture and continuous improvement. Our approach to maintaining a safe work environment is multifaceted, focusing on risk management, preventive measures, and employee engagement.

## Occupational Health

At SNF, ensuring a safe and healthy work environment is a core commitment in every aspect of our operations. From the earliest stages of building new production sites, we make ergonomic design a top priority in order to address tasks involving significant physical demands. This proactive approach guarantees enhanced comfort and productivity while minimizing injuries caused by repetitive motions or poor posture.

Our commitment to health and safety goes beyond design. We conduct regular workplace risk assessments to identify and mitigate potential hazards. These evaluations allow us to adapt and refine our processes to ensure that our employees work in environments that protect their health and safety.

In addition, we invest in comprehensive training programs tailored to preventing workplace risks. Employees receive targeted training on lifting techniques ergonomics and the prevention of addictions. We also train our managers regarding best practices in leadership and communication to foster supportive, conducive, and collaborative work environments for their teams.

## Risk Management and Prevention

Safety at SNF begins with comprehensive risk management strategies grounded in rigorous risk assessments and hazard analyses at all our facilities. Key steps include:

- **Identifying Potential Hazards and At-Risk Situations:** Regular evaluations of chemical processes, equipment, and operational activities to recognize and mitigate potential risks.
- **Applying the Mitigation Hierarchy:** Implementation of risk management strategies that encourage elimination, substitution,

engineering controls, organizational measures, and personal protective equipment.

- **Strengthening Management Systems:** Leveraging of robust management systems, including job-specific training and skills development, to promote a safety culture.
- **Preventive Maintenance:** Execution of systematic and timely maintenance of critical installations to ensure safety and functionality.
- **Learning from Near Misses and Incidents:** Fostering of continuous improvement by analyzing near misses, investigating incidents, and sharing best practices organization-wide.
- **Focusing on Compliance and Excellence:** Adherence to applicable safety regulations while striving to exceed industry standards by adopting best practices.

By embedding these principles into our operations, SNF makes safety a top priority at every level, protecting our workforce and ensuring operational excellence.

## Emergency Preparedness

Preparedness is integral to our safety culture. We conduct periodic, announced, and unannounced emergency drills to simulate potential scenarios and ensure that we have the resources and training necessary to deal with any possible incident. These include collaboration with local fire departments, hazardous materials teams, and other first responders to ensure effective crisis management.

## Employee Engagement and Training

Our employees are vital partners in maintaining safety standards. We provide:

- **Regular Training:** Comprehensive safety training, including e-learning modules tailored for safety-critical operations.
- **Feedback Systems:** Platforms for reporting and analyzing near-misses and incidents, fostering a proactive approach to workplace safety.
- **Awareness Campaigns**: Initiatives to instill a shared sense of responsibility for safety among all employees and contractors.

## Commitment to Zero Incidents

Aligned with our corporate safety goals, we organize initiatives to reduce workplace accidents and achieve a zero-Incidents target.

By embedding safety into our operational DNA, SNF remains steadfast in its commitment to protecting the health and well-being of our employees, stakeholders, and the environment, ensuring a sustainable future for all.

# 3.3 Non Discrimination

## Our Approach

SNF considers diversity as an essential asset that enhances our organization's collective intelligence and strengthens our ability to innovate and grow. We cultivate a workplace promoting fairness, ethics, and inclusivity .

Our global workforce reflects diverse cultures, experiences, and expertise. Our teams span multiple locations and countries and are united by their shared commitment to customer satisfaction. By promoting a sense of belonging and actively valuing differences, we strive to foster collaboration and unlock the potential of each of our employees.

At SNF, we are resolutely committed to building a respectful, equitable, and inclusive culture that enables everyone to contribute meaningfully while feeling valued and supported.

## Ensuring Equality and Preventing Discrimination

We recognize that diversity drives progress and innovation. As such, our Human Resources teams rigorously uphold the principles of equal treatment as established by applicable laws and international conventions. Ensuring equality is central to our mission, and we take a proactive stance against all forms of discrimination to eliminate systemic barriers and mitigate inequalities.

Our philosophy promotes personal dignity and fairness, reflecting our belief that inclusion and equity are foundational to creating a workplace where every employee has the opportunity to succeed.

## Our Non-discrimination Policy

In 2024, SNF achieved a significant milestone by introducing a comprehensive global Non-Discrimination Policy. Previously, diversity and inclusion initiatives were managed locally. This new policy has enabled the systematic and standardized monitoring of inclusion efforts across all regions, ensuring alignment with the organization's overarching strategic goals.

For 2025, SNF is committed to further strengthening this policy through enhanced data-driven evaluation methods, expanded training programs, and dissemination of best practices across all operational sites. This evolution reflects our dedication to fostering a culture of continuous improvement while maintaining the flexibility needed to address the specific contexts of our local teams.

## Recruitment Practices

SNF's recruitment practices are designed to identify candidates whose values align with our organization's commitment to collaboration, curiosity, excellence, and performance. These attributes contribute to a cohesive and motivated workforce capable of advancing the company's mission.

Local expertise and skills are developed at all levels of the organization, from entry-level positions to executive leadership across all our geographies. By emphasizing diversity in recruitment, we ensure that our workforce reflects the communities we serve, thereby enriching the perspectives within our teams.

## Commitment to Gender Equality

Promoting gender equality is a centerpiece of SNF's broader commitment to diversity and inclusion. We aim to provide all employees, regardless of gender, equal opportunities for advancement, representation, and access to resources.

In 2025, we will intensify our focus on disparities to close the gap regarding gender equality through equitable recruitment, transparent career development frameworks, and unbiased compensation practices. These efforts aim to achieve balanced gender representation across leadership and operational teams, enhancing organizational resilience and innovation.

By championing gender equality, we seek to harness the full potential of our workforce while cultivating an environment rooted in mutual respect and shared success. Our ongoing initiatives underscore our belief that equality is a moral imperative and a strategic enabler of sustainable growth.


### GENDER EQUITY

**68%**
***of SNF's Women hold Managerial Positions***

### INCLUSION

**28** **Different nationalities at SNF's headquarters**

**0** **Number of Incidents related to Discrimination**

# 3.4 Talent Management


At SNF, we recognize that our employees are the driving force behind our long-term success and sustainability. That's why the continuous training and development of our workforce is a top priority to foster a culture of growth, well-being, and excellence. Our approach to talent management aligns with our broader mission of ensuring sustainable operations and a thriving workplace culture.

## Investing in Skills and Development

At SNF, employee training is an integral component of our Health and Safety Policy and our broader Social Policy, reflecting our commitment to creating a safe, inclusive, and forward-thinking workplace. Our training programs are designed to support all employees, including senior staff, to develop the skills and knowledge necessary to thrive while contributing to a safe and productive environment.

### Health and Safety Training

A significant portion of our training focuses on maintaining a safe workplace. Employees receive regular instruction on safety protocols, risk prevention, and use of tools and equipment to minimize risks. This proactive approach helps ensure a workplace that promotes well-being and mitigates dangers associated with physical and operational challenges.

### Job-Specific and Upskilling Training

To ensure that employees remain relevant and effective in their roles, we provide targeted training programs tailored to the evolving demands of their positions. These include skills enhancement, technical training, and adaptation to new tools, systems, and methodologies. By investing in life-long learning, we help our employees to adapt to changing industry requirements and contribute meaningfully to our mission.

### Leadership and Management Training

Our training programs extend to leadership and management development, including senior employees. These initiatives aim to enhance managerial competencies, foster effective communication, and align leadership practices with our organizational goals and values. Senior staff are equipped with tools to lead their teams effectively, create supportive work environments, and embody the principles of safety and a strong team spirit.

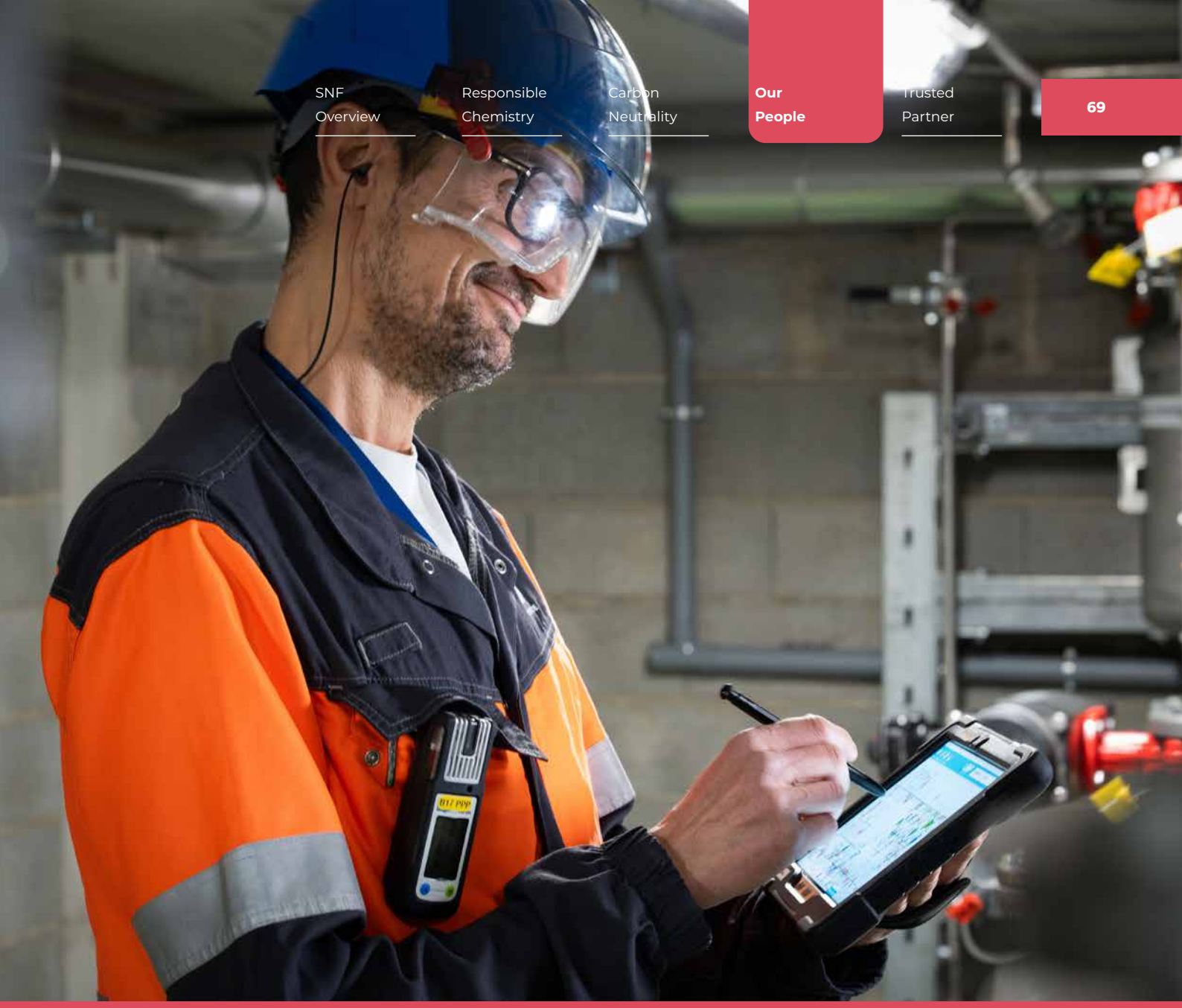
## Talent Retention and Succession Planning

To secure long-term success, SNF implements robust talent retention and succession strategies:

- **Recognition and Growth:** Acknowledging employee achievements and providing clear pathways for career progression.
- **Succession Framework:** Identifying and nurturing future leaders to sustain organizational continuity and expertise.

## Collaborative Culture

Collaboration and shared accountability are central to SNF's policies. Employees at all levels are encouraged to contribute to the company's strategic goals, creating a strong sense of ownership, purpose, and belonging. This collaborative culture empowers individuals and teams to drive the company's success while building a united, high-performing organization.



## TRAINING

| Training | 2016 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Total Training Hours | 178,071 | 292,479 | 334,845 | 401,292 | 437,178 |
| France | 43,654 | 46,201 | 46,855 | 40,430 | 48,138 |
| USA | 68,589 | 164,040 | 209,550 | 271,077 | 215,340 |
| China | 60,317 | 73,579 | 68,477 | 73,500 | 84,317 |
| India | 1,302 | 3,632 | 5,232 | 7,073 | 8,624 |
| Others | | | | | 80,759 |

**437K**
Total Training Hours in 2024

**+8%**
Training Hours vs. 2023

**50hrs**
Average training per employee per year

3.5

# Living Wage & Social Equality

A living wage ensures that workers can afford essential needs such as housing, food, healthcare, education, and transportation. Unlike a statutory minimum wage, which may not cover all living costs, a living wage is based on actual regional expenses.

SNF applies the International Labour Organization (ILO) definition, which states that a living wage must enable a worker and their family to maintain a decent standard of living. This approach helps promote financial stability, reduce economic inequality, and support social equity within SNF subsidiaries.

## How Do We Measure the Living Wage?

SNF uses a structured approach to assess and implement living wages, including economic analysis, HR consultations, and internal audits.

### Key Factors Considered:

- Cost of essential goods and services such as food, healthcare, education, and transportation.
- Regional housing and rental expenses.
- Inflation trends and economic conditions affecting purchasing power.

HR departments in each subsidiary conduct local cost-of-living studies to understand wage sufficiency; SNF's internal auditors compare these findings against regional benchmarks to ensure compliance and transparency.

## 2024 Results and Targets

### 2024 Achievements

- Conducted a comprehensive wage assessment across all subsidiaries.
- Verified that salaries for 100% of SNF employees meet or exceed the living wage standard.
- Strengthened collaboration with HR teams and internal auditors to improve wage assessment processes.

### Future Goals

- Ensure ongoing compliance with living wage benchmarks.
- Perform annual cost-of-living reviews to adjust wages as needed.
- Continue advocating for fair wage policies through industry partnerships.

SNF remains dedicated to fair compensation practices that uphold social equity and financial well-being for all employees.

**100%**

of SNF employees meet or exceed the living wage standard in 2024

**14%**

SNF's minimum wage is 14% higher than the living wage

3.6

# People in our Value Chain

At SNF, we understand that our value chain is an intricate and interconnected ecosystem. Each participant, whether an individual or organization, plays a role in shaping our operations and their short-, medium-, and long-term impacts. We are committed to building responsible, ethical, and transparent relationships with all stakeholders to foster a sustainable and inclusive value chain.

## Acting with Responsibility

SNF is committed to forming transparent partnerships built on ethical practices, trust, and fairness. We ensure compliance with local and international laws by requiring our suppliers and subcontractors to meet the same standards across their own supply chains. We promote mutual respect and loyalty by honoring contractual obligations and treating all partners fairly.

We ensure accountability and alignment with our sustainability principles through open communication and cooperation. These values create a foundation of shared responsibility, which promotes ethical and transparent practices across the entire value chain.

## Supporting Inclusion and Local Communities

SNF values inclusion and diversity across its operations. We partner with organizations that employ individuals with disabilities and thereby contribute to the development of a more inclusive society. As a regional, national, and international player, we also support local ecosystems by forging key partnerships and addressing the specific needs of the communities in which we operate.

## Ensuring Customer Safety and Satisfaction

As a global leader in polyacrylamide production, SNF serves over 50,000 direct customers and 500,000 end users, with safety as our top priority. Our portfolio of over 1,100 rigorously compliant products ensures safety through precise labeling, supported by multilingual Safety Data Sheets accessible via our “Shera” platform. Compliance with REACH regulations underscores our dedication to delivering safe, transparent, and reliable solutions. In 2024, SNF recorded zero incidents of regulatory non-compliance, reaffirming our commitment to excellence.

# 3.7 Anti-Slavery and Human Rights



Modern slavery is a severe violation of fundamental human rights, which includes forced labor, human trafficking, and exploitation. At SNF, we recognize the importance of addressing this critical issue across our operations and supply chains. As a global leader, we are steadfast in our zero-tolerance stance against modern slavery and human trafficking; we make sure that these practices have no place within our organization or among our partners.

## Commitment to Eradicating Modern Slavery

Our commitment to combating modern slavery extends beyond compliance with legal requirements and reflects our core values of ethics, integrity, and respect for human rights. We fight modern slavery by applying all relevant legislation and disclosure obligations as well as by integrating this mission into all aspects of our business.

## Policy Implementation and Oversight

SNF's Code of Conduct outlines clear ethical expectations for employees and business partners, emphasizing integrity and respect for human rights. Our Responsible Purchasing policy requires all suppliers to adhere to the Code of Conduct for Business Partners, which covers business integrity, human rights, working conditions, and environmental protection. Compliance is closely monitored, and concerns can be reported through our designated compliance channels.

## Educating and Empowering Employees

We believe knowledge is critical to drive change. SNF invests in comprehensive employee education on human rights issues through online courses and global onboarding programs. Regular training on our Code of Conduct ensures that employees understand and uphold our values, creating a culture of vigilance and zero tolerance for violations.

**SNF is resolute in its fight against modern slavery, working proactively to uphold the principles of dignity, equality, and ethical conduct across all facets of its business.**

# 3.8 Helping Communities

SNF is committed to positively impacting the communities in which we operate. By addressing social needs, supporting education, fostering local businesses, and protecting the environment, we aim to act as a responsible and engaged corporate citizen.

## Addressing Social Needs

SNF actively engages with local communities to address their unique social needs. This includes initiatives such as food and clothing collection drives, donations of goods and financial resources, and volunteer programs. Our employees' active participation ensures a direct and meaningful contribution to improving societal well-being.

## Supporting Education and Workforce Development

Recognizing the transformative power of education, SNF collaborates with schools and universities to support educational initiatives and nurture future talent. These efforts empower individuals while helping develop a skilled and knowledgeable workforce aligned with our industry's and local economies' needs.

## Fostering Local Enterprises and Innovation

SNF partners with local research centers, supports startups, and invests in regional supply chains to drive economic growth. We contribute to building and sustaining thriving local business ecosystems by fostering innovation and entrepreneurship.

## Protecting the Environment

Environmental sustainability is integral to our corporate values. In addition to our robust environmental management systems, we help protect the planet through voluntary practices such as tree planting, biodiversity preservation, and waste clean-up programs to reduce our ecological footprint. By aligning these practices with global efforts to combat climate change, we strive to create lasting environmental benefits for everyone.

**SNF's commitment to helping communities reflects our belief in creating a better world through active engagement, collaboration, and positive societal contributions.**

# #We Act for Our People

SNF VIZAG

## Empowering Communities with Clean Water

SNF Vizag is making a lasting impact by distributing 200 water wheels to tribal communities, easing the burden of water collection and improving daily life. This initiative provides access to clean water, promotes health, and supports sustainable development in underserved regions.

SNF GANDHIDHAM

## Promoting Well-Being Through Yoga

At SNF Gandhidham, we believe in fostering a healthy and balanced lifestyle. In celebration of Yoga Day, our employees came together to embrace mindfulness, physical well-being, and team spirit through guided yoga sessions. This initiative reflects our commitment to holistic health and workplace wellness.


SNF CHINA

## Supporting Communities Through Public Welfare and Poverty Alleviation

SNF China is committed to making a meaningful impact through the Shanxi Xunyi Public Welfare and Poverty Alleviation Action. By providing essential resources and support to underserved communities, we strive to improve livelihoods and foster long-term development. Our commitment to social responsibility drives us to create a positive difference where it's needed most.


SNF INDIA

## A Certified Great Place to Work

At SNF India, we take pride in fostering a positive and inclusive workplace culture. Both our Vizag and Gandhidham sites have been recognized as Great Places to Work, reflecting our commitment to employee well-being, growth, and engagement. We believe that a thriving workforce is the foundation of our success and social impact.


SNF FRANCE

## Proud Supporter of Pompier Humanitaires de France

SNF France is honored to support Pompier Humanitaires de France, an organization dedicated to providing emergency relief and humanitarian aid worldwide. Through this partnership, we contribute to life-saving missions, reinforcing our commitment to solidarity and global social responsibility.


SNF USA

## Supporting Working Mothers: A Dedicated Lactation Room

To support new mothers returning from maternity leave, our U.S. subsidiary has set up a dedicated lactation room—a private, comfortable space for employees to pump and store milk. This initiative ensures a smooth transition back to work while promoting employee well-being and inclusivity.

# 04 Act as a Trusted Partner

We recognize that reputation and trust are of utmost importance in our industry. Since its inception, SNF has strived to develop a strong culture of ethics to ensure that our stakeholders' interests are always at the forefront of our activities.

# 4.1 SNF Group Governance

SNF, headquartered in Andrézieux, France, operates as a private company under the ownership of an irrevocable US-based trust, with potential beneficiaries being charities. The company's shares are non-negotiable, illiquid, and devoid of economic value. Thanks to this unique structure, management's interests are directly aligned with those of the Group, resulting in a streamlined corporate governance framework. Moreover, SNF has a long-standing policy of not distributing dividends and intends to perpetuate this practice. All generated cash flow is consistently reinvested within the Group.

## Governance Structure and Composition

The Board of Directors, consisting of nine members, is the highest authority within the company and oversees corporate governance. All its decisions seek to secure the company's long-term success and sustainability. Because of its unique capital structure, six executive officers, including the Chairman & CEO, serve as Board members. The Board proactively assesses its operations to enhance efficiency and implement best practices.

In 2024, the Board convened 6 times, with an average attendance rate of 100% at meetings.

The company's Board of Directors, comprised of nine members, includes three independent directors not part of the management team. Two of the nine members are women, and there is a strategic commitment to increasing female representation on the Board in the coming years. Board members are appointed by the General Meeting of Shareholders for a maximum term of six years, with the possibility of indefinite reappointment.

The Board is made up of individuals with diverse backgrounds and expertise, including current or former business leaders specializing in chemistry, finance, and corporate and social responsibility. Most members, including foreign nationals, contribute valuable international experience and insights.

Pascal Remy, Chairman and CEO of SNF Group, presides over the Board of Directors. All Senior Executive Vice Presidents also serve as Board members.

## Nomination and Selection

The Board of Directors proposes candidates based on criteria including having members that are non-executive and independent, alignment with the Group's geographic scope, relevant competencies, time commitment to duties, and absence of conflicts of interest such as executive roles in competing companies or involvement in the Group's external audit.

## Roles of the SNF Board of Directors

### Strategic Oversight

The SNF Board of Directors is responsible for defining and approving long-term strategic objectives, ensuring that they align with evolving industry trends, stakeholder expectations, and sustainability imperatives. The Board makes sure that SNF's strategy integrates innovation, industry leadership, and environmental, social, and governance (ESG) priorities. Specific focus is placed on achieving the Group's ambitious climate goals of reducing its carbon footprint by 15% by 2030 (Scopes 1, 2, & 3) and achieving carbon neutrality by 2050, making sustainability a core element of its strategic planning.

## Risk Management

One of the key roles of the Board is to identify, assess, and mitigate risks to safeguard the organization's interests and long-term sustainability. It oversees robust risk management frameworks to address industrial, environmental, and geopolitical risks. Regular attention is given to ensuring the resilience of SNF's operations and value chain while the Group pilots its ecological commitments and adapts to evolving regulatory landscapes.

## Performance Monitoring

To ensure accountability and operational excellence, the Board actively monitors the implementation of SNF's strategic initiatives. This includes evaluating management's performance against defined objectives, with quarterly progress reviews on key ESG goals, such as carbon reduction targets. The Board fosters a culture of continuous improvement, ensuring that SNF remains on track to reach financial and sustainability milestones.

## Financial Stewardship

The Board approves financial statements and business plans to ensure that the organization remains financially sound. The SNF Board oversees capital allocation and makes sure that investments in R&D, infrastructure, and sustainability initiatives are strategically aligned and provide long-term value. The Board scrutinizes the Group's economic performance on a quarterly basis, aligning the investment plan with cash-flow generation to support long-term strategic objectives.

## Governance and Compliance

The Board establishes robust governance frameworks to ensure compliance with applicable laws, regulations, and industry standards. It upholds SNF's commitment to ethical practices and non-discrimination while maintaining transparency and accountability throughout the organization.

# Qualifications and Expertise

The competencies of the Board members are mutually reinforcing, fostering productive discussions and generating innovative ideas that propel management toward excellence. The Board of Directors is confident that its members' diverse skills, backgrounds, and values empower them to execute their responsibilities independently and objectively.

For a detailed overview of the qualifications and expertise of the Board members, please refer to the table below.

| Expertise | Chemistry | International | CEO | Finance | CSR |
|---|---|---|---|---|---|
| **Board of Directors** | | | | | |
| Pascal Remy | ■ | ■ | ■ | ■ | |
| René Pich | ■ | ■ | ■ | | |
| Cédrick Favéro | ■ | ■ | | | ■ |
| John Pittman | ■ | ■ | ■ | | |
| Virginie Malnoy | | ■ | | ■ | ■ |
| Philippe Lecointre | ■ | | | ■ | ■ |
| Caroline Dumond | ■ | | ■ | | ■ |
| Richard Saint-Sauveur | ■ | ■ | | | |
| Thierry Lemonnier | ■ | | ■ | ■ | |

# 4.2 SNF Group Board Members


## PASCAL REMY
**CHAIRMAN & CEO**

Pascal Remy, 64, is a graduate of the Massachusetts Institute of Technology (MIT), École Polytechnique, and École Nationale des Ponts et Chaussées. He has twenty-five years of experience in the chemical and water treatment industry. He began his career at Alcatel as head of fiber optic submarine cables. After Alcatel, he joined the Suez Group as Managing Director of Degrémont. Later, Mr. Remy was appointed Managing Director of Nalco (Ecolab Group) in the USA. In 2004, he became a partner in a Chicago-based investment fund. Pascal Remy joined SNF in December 2005 as President and member of the Board of Directors before being appointed Chairman & Chief Executive Officer in 2010.

## CÉDRICK FAVERO
**SENIOR EXECUTIVE VICE PRESIDENT**

Cédrick Favero, 49, is a graduate of the Institut Textile et Chimique de Lyon (ITECH Lyon) and University Claude-Bernard Lyon (UCBL, 1998). He joined SNF in 1999 to research monomers and coagulants for water treatment. After launching the Saint Avold (France) and Pearlington (United States) plants, he focused his research on new polymer technologies and polymerization in the oil and gas sector, specialty applications, and the organic chemistry of monomers and chemicals for the mining industry. Mr. Favero took over responsibility for R&D in 2005, joined the Board of Directors in 2012, and was appointed Senior Executive Vice President in 2015.

## RENÉ PICH
**SENIOR EXECUTIVE VICE PRESIDENT**

René Pich, 84, holds a degree in chemistry from the Institut de Chimie et Physique Industrielle Engineering School in Lyon, France (ICPI Lyon). He began his career as a polymerization research technician at Rhodiaceta and Streichenberger before being appointed Technical Director of Polyacrylamide at British Petroleum. In 1978, Mr. Pich founded SNF and became SNF's first Chairman and CEO, a position he held until 2010. Since then, he has held the position of Senior Executive Vice President. Mr. Pich has been a member of the Board of Directors since 1978.

## JOHN PITTMAN
**PRESIDENT OF SNF USA**

John Pittman, 57, is a Georgia Institute of Technology graduate and holds an MBA from Warrington College of Business (University of Florida). He has worked in the chemicals industry for over 30 years. He began his career at Vinings (Kemira), where he held various positions before being appointed Vice President of Sales for the Mining, Oil & Gas markets. Mr. Pittman joined Solvay USA as Regional Market Director - Oil & Gas. He has been President of SNF Holding Company since 2017 and was appointed as a member of the Board of Directors in 2019.

## VIRGINIE MALNOY
**CHIEF COMPLIANCE OFFICER**

Virginie Malnoy, 43, earned a Master's Degree from EDHEC Business School and a Master's Degree from the Faculty of Law and Political Science of Nice Sophia Antipolis. She worked for 14 years for International law firms in Monaco, where her area of expertise was business law. She joined SNF in 2019 as Corporate Law Manager for SNF Group. She was appointed Chief Compliance Officer in 2022 and has been a member of the Board of Directors since 2021.

## PHILIPPE LECOINTRE
**CHIEF QUALITY OFFICER**

Philippe Lecointre, 59, is a graduate of the Institut de Chimie et Physique Industrielles in Lyon (ICPI Lyon). He joined SNF in 1991 and helped establish an ISO 9001-certified Quality Management System. In 2006, he was appointed Chief Quality Officer of SNF Group. The following year, Mr. Lecointre joined the Board of Directors.

## CAROLINE DUMOND
**DIRECTOR**

Caroline Dumond, 53, has an engineering degree from École Polytechnique Féminine (EPF). She has held several positions as an engineer, Chief Production Officer, Chief Industrial Officer and joint venture manager including at Air Liquide. In 2016, Sciences Po Paris and the IFA (Institut Français des Administrateurs) certified her as a corporate director. Since 2018, she is CEO and founding partner of Les Premieres Sud, a business incubator promoting inclusion and women's entrepreneurship to help start-ups innovate and grow with high social impact. She has been a member of the Board of Directors since 2003.

## RICHARD SAINT-SAUVEUR
**DIRECTOR**

Richard Saint-Sauveur, 74, graduated from the École Supérieure de Commerce de Lille (ESC Lille) and earned an MBA from the École des Hautes Etudes Commerciales de Paris (HEC Paris). He has worked in the chemicals industry for 40 years. He has held technical, sales, and management positions at Roquette, Lafarge, Orkem, and Elfatochem. Before joining SNF in 1999 as Group Chief Procurement Officer, Mr. Saint-Sauveur ran the Acrylics Unit at Elfatochem. He has been a member of the Board of Directors since 2011.

## THIERRY LEMONNIER
**DIRECTOR**

Thierry Lemonnier, 71, graduated from the Ecole Nationale Supérieure de Géologie (ENSG Nancy) and Stanford University (US). He began his career in 1979 at Total, where he held various positions, including CFO of the Refining Branch (1993-1999) and then the Chemicals Branch (2001-2006). Mr. Lemonnier then joined Arkema as Group CFO and member of the Executive Committee (2006-2018), where he served until his retirement. He was made a member of the Board of Directors in 2019.

# 4.3 Corporate Social Responsibility


## Comply with Critical Regulations

At SNF, business ethics constitute our Business Partners Code of Conduct. This commitment reflects our strict adherence to regulations governing corruption, fair competition, economic sanctions, personal data protection, information security, and tax compliance. Our dedication to ethical conduct is steadfast and non-negotiable.

Operating across multiple countries amidst an ever-changing landscape of local and international legislation, we expect our employees to remain consistently vigilant in upholding legal and regulatory standards.

Our 2024 compliance metrics underscore the success of this approach. We report that SNF incurred no convictions, fines, or penalties throughout the year. In addition, we took a proactive approach by delivering targeted training programs to employees in critical areas, including anti-corruption, fair competition practices, and compliance with economic sanctions and embargoes. These efforts reinforce our ongoing commitment to fostering a culture of integrity and accountability.

## Disseminating Compliance Knowledge

SNF conducted comprehensive compliance awareness for all staff in conjunction with specific training initiatives. This initiative aimed to reach as many employees as possible, imparting knowledge on general compliance matters, including codes of conduct, anti-corruption measures, competition standards, and GDPR. The training employed various methods such as flyers, videos, interviews, and comics to ensure practical application in daily work situations.

## Code of Business Conduct and Ethics

SNF's business ethics guidelines are codified within corporate governance policies and procedures, notably outlined in its Code of Business Conduct and its Business Partners Code of Conduct. These Codes delineate the expected conduct for the Company's business operations, addressing critical issues such as adherence to regulations governing SNF's businesses, individual interactions within SNF and its ecosystem, and safeguarding SNF's assets, particularly its intellectual property and that of its customers and partners. Additionally, the Code references policies concerning preventing corruption and influence peddling, protecting personal data, and managing conflicts of interest.

In 2024, the new version of the Code of Conduct was rolled out within SNF following the review and modernization process carried out in 2019 to take account of the new rules regarding the fight against corruption (French Sapin 2 Law) and personal data protection (GDPR). This Code also references the Company's policies, particularly concerning competition law and export controls.

This Code of Conduct is widely distributed to all SNF employees for strict application.

## Whistleblowing Policy

SNF's Chief Compliance Officer (CCO) oversees whistleblowing reports via ethics@snf.com, supported by regional officers in China and the US. Reports are acknowledged within seven days and addressed within three months, ensuring confidentiality and protection for all parties involved. The CCO manages investigations, coordinates resolutions, and presents an annual report to the board.

# 4.4 Responsible Purchasing

SNF is committed to aligning our procurement processes with our values of sustainability, social responsibility, and environmental stewardship. Our Responsible Purchasing Policy ensures that supplier selection and evaluation meets these principles, fostering a supply chain that reflects our commitment to ethical and sustainable practices.

## Evaluation and Supplier Collaboration

We have developed supplier evaluation criteria prioritizing sustainability, social responsibility, and ethical sourcing.

Regular assessments of existing and potential suppliers ensure compliance with these standards, including risk mapping with the EcoVadis IQ platform.

SNF fosters open dialogue with suppliers to address challenges and drive continuous improvement.

## Responsible Purchasing

SNF has implemented a Responsible Purchasing policy, based on the Global Compact principles, outlining the ethical and operational expectations we place on our suppliers. This includes:

- **Human Rights:** Respecting international Human Rights Law, ensuring safe working conditions, and adhering to the Fundamental Conventions of the International Labour Organization (ILO).
- **Ethical Practices:** Combating corruption, forced labor, child labor, discrimination, and anti-competitive practices while maintaining impeccable business ethics.
- **Environmental Responsibility:** Mitigating environmental impacts and complying with all relevant regulatory requirements.
- **Freedom and Equality:** Guaranteeing freedom of expression, association, and information security.

## Training and Awareness

SNF has provided extensive training to its purchasing teams to manage corporate social responsibility (CSR) risks effectively.

- **Comprehensive Training:** 100% of buyers, recruits, and employees involved in supplier relations have completed training covering responsible purchasing policies, tools, and the EcoVadis Academy.
- **Supplier Education:** We have also implemented programs to raise supplier awareness of CSR principles and expectations.

## Supplier Risk Mapping

The SNF Group makes ESG risk management one of its top priorities throughout its value chain, particularly with its suppliers.

Indeed, as part of its responsible purchasing strategy, the SNF Group has established a responsible procurement policy for all its partners.

Our policy requires our suppliers to strictly comply with our standards, which are based on the principles of the Global Compact and our code of conduct.

For these reasons, we ask our partners to adhere to our values regarding environmental, social, and ethical matters.

To ensure this commitment, the SNF Group distributes its responsible procurement policy to all its partners and has, for several years, conducted

an ESG risk analysis in collaboration with EcoVadis. This analysis aims to establish a risk mapping of its suppliers based on geographic and country-related risks, the partner's activity, and the turnover achieved.

In 2024, SNF evaluated 3117 partners from 89 countries and 193 different industries.

We obtained the following risk results:

- 222 partners very low
- 1186 low
- 1251 medium low
- 410 medium high
- 48 high

SNF subsequently reached out to its «high-risk» partners to develop a joint action plan and help them improve their ESG performance.

These actions include on site audits, ESG action requests, full evaluations via the EcoVadis rating, or simplified assessments using EcoVadis Vitals.

In 2025, SNF aims to extend this risk mapping not only to its suppliers but also to its other partners throughout the entire value chain linked to its business model.

## Focus on $CO_2$ Emissions in Procurement

SNF addresses Scope 3 $CO_2$ emissions within our supply chain as a matter of prioity, particularly regarding raw materials, transportation, and packaging. For raw materials, SNF requests that all its suppliers calculate their Scope 3 emissions.

In 2024, our purchasing teams leveraged advanced analysis software and simulations to collaborate with suppliers on reducing $CO_2$ output. These efforts ensure a holistic approach to minimizing environmental impacts while promoting transparency and sustainability across the supply chain.

# 4.5 Risk Management

| PRIORITIES | REASONS | POLICIES | RESULTS | KEY INDICATORS |
|---|---|---|---|---|
| **PEOPLE** | | | | |
| Non-compliance risk | Official warning or criminal sanction<br>Non-compliance with regulations | Regulatory watch | Site compliance with applicable regulations | % of regulatory compliance |
| Workplace accident risk | Inadequate risk assessment<br>Failure to analyze the risk<br><br>Workplace accidents or occupational illness:<br>• Insufficient knowledge of instructions<br>• Non-compliance with instructions<br>• Procedure not updated | Professional risk assessment document<br>Annual update of professional risk assessment<br>Prevention and risk management actions and measures recorded<br><br>Initial training of new hires<br>Continuous training for existing staff<br>Audits and preventive inspections<br>Analysis of all workplace accidents, regardless of severity<br>Recording of all accidents and near-misses<br>Analysis of all reported occupational illnesses | Reduce the number of workplace accidents and occupational illnesses<br><br>Knowledge and skills development and retention<br>Corporate culture and staff engagement<br>Compliance with health and safety instructions<br>Procedures and documentation kept up to date<br>Avoid repeat workplace accidents<br>Avoid repeat occupational illnesses | % of corrective actions completed<br>% of initial training completed<br>% of refresher courses completed<br>Weekly publication of safety indicators<br>% of planned audits completed<br>Number of spot audits carried out<br>% of workplace accidents analyzed<br>Frequency rate for workplace accidents with lost time, without lost time and minor accidents<br>Severity rate for workplace accidents with lost time<br>Number of occupational illnesses reported<br>Psycho-Social Risks Barometer |
| Human rights<br>Working conditions | Risk of employing staff under poor and non-compliant working and safety conditions.<br>Civil and criminal sanctions<br>Damage to the Group's image | Corporate Social Responsibility policy:<br>• Economic: to maintain local jobs and local economic activity.<br>• Social: to ensure optimal working conditions for employees.<br>• Environmental: to minimize the impact of our operations on the environment.<br><br>Joining the Global Compact: publicize our actions with respect to the Global Compact's Sustainable Development Goals. | Health & Safety: results for working conditions and workplace safety better than the national average.<br>No convictions for non-compliance with the law in terms of human rights and working conditions. | EcoVadis assessment on this theme.<br>Audits carried out in high-risk countries (India and China). |
| **Environmental** | | | | |
| Regulation | Regulatory non-compliance<br>Loss of operating licences<br>Fomal Notice<br>Complaints | Regulatory monitoring<br>Audit and action plan<br>ISO 14001-certified sites | Monitoring of new regulations | Local site reporting |
| Industrial risks (SEVESO classification - upper tier or equivalent) | Major industrial accident that could endanger the safety of surrounding communities and Group employees | Safety Management System, risk analysis, process change management<br>Harmonization of safety measures at Group level<br>Processes at our facilities<br>Periodic drills on internal and external emergency plans with the appropriate state/regional/country services (fire brigade, local, national and environmental authorities, etc.) | No industrial accidents at Group level in over thirty years | None recorded |

| PRIORITIES | REASONS | POLICIES | RESULTS | KEY INDICATORS |
|---|---|---|---|---|
| Consumption of resources (water, gas, etc.) | Resource depletion<br><br>Shortage of supplies at our production sites | Energy saving policy<br>ISO 14001-certified sites<br>Environmental action plan<br>Search for alternatives sources of energy | Improved energy efficiency at production facilities<br>Reduction in the amount of wash water<br>Optimization of utilities<br>Increase in the amount of recycled waste<br>Reduction in the amount of waste per ton produced | Water consumption<br>Energy consumption<br>Natural gas consumption<br>Steam consumption |
| Industrial pollution risk (internal or external) | Chronic or accidental spillage or release of hazardous substances into the environment | Environmental Policy<br>Monitoring atmospheric emissions, effluents and waste production<br>Action plan to reduce atmospheric emissions and effluents<br>Installation of water and air treatment units<br>Site containment<br>Recovery of polluted water<br>Polluted water treatment<br>Procedure for handling emergencies<br>New sites, designed with best available technology | Reduction in the release of hazardous substances into water and air per ton produced<br><br>No accidental pollution | $CO_2$ emissions<br>Volatile organic compound (VOC) emissions<br>Released water discharges<br>Effluents with high chemical oxygen demand<br>Effluents containing suspended solids<br>Effluent nitrogen<br>Dust emission<br>Emissions of hazardous solid waste<br>Emissions of non-hazardous solid waste<br>Groundwater monitoring |
| Weather risk | No delivery (raw materials and others) or increase in delay<br>Waste accumulation<br>Water restriction<br>Loss of efficiency on cold maintenance<br>Loss of Utilities<br>Risk of injury (flight) | Capacity of storage<br>Supplier management<br>Water and Utilities management | Anticipation of weather conditions<br>Increase in storage capacity<br>Lightning protection<br>Snow ploughing and salting for roads | Storage capacity<br>Stock update<br>Sites redundancy |
| Waste accumulation | No treatment available or possible<br>Saturated treatment facility<br>Change of regulations | No exclusivity, several waste treatment centers<br>Exchange with the different sectors to adapt/change the treatment of waste<br>Regular departures to treatment centers | Waste management | Waste indicator with mode of treatment |
| **Corruption** | | | | |
| Responsible procurement<br>Corruption | Risks of violating antitrust laws and anti-corruption rules in the Group's various operating countries.<br>Civil and criminal sanctions | Code of Conduct<br><br>EcoVadis assessment of the social and environmental performance of global supply chains<br><br>Internal training for staff liable to face these risks | No purchases are classified as presenting a serious risk. Our riskiest purchases are chemicals, due to their environmental aspects.<br><br>25% of our sales are considered at-risk, primarily due to the sectors our customers operate in – such as mining or oil – and in relation to the environment or country. However, this is strongly counterbalanced by the use of our products to treat water to preserve the environment and water resources.<br>Our activities present the potential for significant corruption risk. However, 93% of our suppliers are identified as low risk and 75% of our customers are considered low or medium risk. | Risk map prepared by EcoVadis and used to assess product supply and sales chain stakeholders. |

# Appendices

# NON-FINANCIAL PERFORMANCE INDICATORS

Due to an enlargement of the 2024 data collection perimeter, indicators from previous years have also been updated to reflect this new scope, including the USA, France, South Korea, China, India, Australia, Brazil, and the UK.

| PERFORMANCE INDICATOR | 2016 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | |
| **ENERGY** | | | | | |
| Natural gas consumption (MWh_PCS) | 966,574 | 1,523,764 | 1,508,038 | 1,298,600 | 1,456,303 |
| Natural gas consumption Intensity by turnover (MWh/M€) | 463 | 421 | 365 | 287 | 309 |
| Electricity consumption (MWh) | 499,437 | 752,763 | 763,018 | 732,738 | 790,470 |
| Electricity consumption Intensity by turnover (MWh/M€) | 239 | 208 | 184 | 162 | 168 |
| Steam consumption purchased (MWh) | 35,572 | 88,765 | 95,469 | 109,724 | 131,697 |
| **SCOPES 1 & 2** | | | | | |
| Scopes 1 + Scope 2 ($ktCO_2$) | 487 | 670 | 631 | 600 | 605 |
| Scopes 1 + Scope 2 - Intensity by turnover ($tCO_2$/M€) | 233 | 185 | 152 | 133 | 128 |
| **Scope 1** | | | | | |
| $CO_2$ emissions in relation with gas consumption and fugitive CFC leaks (excluding VOCs) ($ktCO_2$) | 216 | 318 | 298 | 276 | 277 |
| Emissions out of total emissions (%) | | | | 3% | 3% |
| CFC emissions (t refrigerant gas leak) = fugitive emissions ($ktCO_2$) | 37 | 36 | 19 | 35 | 12 |
| CFC emissions (t refrigerant gas leak) = fugitive emissions - Intensity by turnover ($tCO_2$/M€) | 18 | 10 | 5 | 8 | 3 |
| $CO_2$ emissions in relation with gas consumption and fugitive CFC leaks (excluding VOCs) Intensity by turnover ($ktCO_2$/M€) | 103 | 88 | 72 | 61 | 59 |
| **Scope 2** | | | | | |
| $CO_2$ emissions in relation with electricity and steam consumptions ($ktCO_2$) | 271 | 353 | 333 | 324 | 328 |
| Emissions out of total emissions (%) | | | | 3% | 3% |
| $CO_2$ emissions in relation with electricity and steam consumptions Intensity by turnover ($tCO_2$/M€) | 130 | 98 | 80 | 72 | 70 |
| Internal carbon price (€) | | | 80 | 85 | 85 |
| **SCOPE 3** | | | | | |
| Scope 3 Emissions out of total emissions ($ktCO_2$) | | | | 10,258 | 9,897 |
| **Scope 3 greenhouse gas emissions (%)** | | | | 95% | 94% |
| Emissions from purchased goods and services - category 3-1 ($ktCO_2$) | | | | 8,928 | 7,934 |
| Emissions from capital goods - category 3-2 ($ktCO_2$) | | | | 261 | 275 |
| Emissions related to fuels and energy (not included in scope 1&2) - category 3-3 ($ktCO_2$) | | | | 79 | 81 |
| Emissions from Upstream freight and distribution Emissions - category 3-4 ($ktCO_2$) | | | | 110 | 152 |
| Emissions from waste generated, category 3-5 ($ktCO_2$) | | | | 38 | 35 |
| Emissions from Business travels, category 3-6 ($ktCO_2$) | | | | 6 | 6 |
| Emissions from Employees commuting, category 3-7 ($ktCO_2$) | | | | 24 | 25 |
| Emissions from Downstream transport, category 3-9 ($ktCO_2$) | | | | 9 | 294 |
| Emissions from use and sold products, category 3-11 ($ktCO_2$) | | | | 172 | 197 |
| Emissions from end of life of sold products, category 3-12 ($ktCO_2$) | | | | 631 | 898 |
| **WATER** | | | | | |
| Water consumption ($m^3$) | 3,194,552 | 5,560,424 | 5,711,463 | 5,228,016 | 5,683,114 |
| Waste water volume ($m^3$) | 724,960 | 1,460,551 | 1,618,200 | 1,502,924 | 1,668,982 |
| Vector Water volume ($m^3$) | 1,242,179 | 2,005,659 | 2,000,073 | 1,914,897 | 2,159,229 |
| Net Water (Water consumption - Vector water) ($m^3$) | 1,952,373 | 3,554,765 | 3,711,391 | 3,313,118 | 3,523,885 |
| Net Water (Water consumptuion - Waste water - Vector water) ($m^3$) | 1,227,414 | 2,094,214 | 2,093,191 | 1,810,194 | 1,854,903 |
| Intensity Net water by turnover ($m^3$/M€) | 588 | 579 | 506 | 401 | 393 |
| Intensity Water Consumption by turnover ($m^3$/M€) | 1,530 | 1,538 | 1,381 | 1,157 | 1,206 |
| Intensity Net water without waste water by turnover ($m^3$/M€) | 935 | 983 | 897 | 733 | 748 |
| **WASTE** | | | | | |
| Total waste (t) | 38,247 | 66,203 | 72,012 | 73,311 | 74,870 |
| Total recoverable waste from energy (t) | | 18,264 | 18,081 | 15,892 | 14,045 |
| Total recoverable waste (excluding energy) (t) | | 4,173 | 4,271 | 6,499 | 9,022 |
| Total Hazardous waste (t) | 11,720 | 15,046 | 17,048 | 17,030 | 16,965 |
| Total Hazardous waste - Intensity by turnover (t/M€) | 6 | 4 | 4 | 4 | 4 |
| Total Non hazardous waste (t) | 26,527 | 51,157 | 54,963 | 56,281 | 57,905 |
| Total Non hazardous waste - Intensity by turnover (t/M€) | 13 | 14 | 13 | 12 | 12 |
| Qty of valorized waste (energy ond others) (t) | 14,265 | 22,437 | 22,352 | 22,392 | 23,067 |

# NON-FINANCIAL PERFORMANCE INDICATORS

Due to an enlargement of the 2024 data collection perimeter, indicators from previous years have also been updated to reflect this new scope, including the USA, France, South Korea, China, India, Australia, Brazil, and the UK.

| PERFORMANCE INDICATOR | 2016 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | |
| **POLLUTION** | | | | | |
| Amount of nitrogen in waste water in the natural environment (kg) | 6,320 | 9,002 | 7,230 | 3,780 | 5,789 |
| Amount of nitrogen in waste water in the natural environment - Intensity by turnover (kg/M€) | 3 | 2 | 2 | 1 | 1 |
| COD quantity in waste water in the natural environment (kg) | 122,406 | 94,353 | 73,967 | 71,942 | 71,306 |
| COD quantity in waste water in the natural environment - Intensity by turnover (kg/M€) | 59 | 26 | 18 | 13 | 15 |
| BOD quantity in waste water in the natural environment (t) | | 6,633 | 9,138 | 6,660 | 11,147 |
| BOD quantity in waste water in the natural environment - Intensity by turnover (kg/M€) | | 2 | 2 | 1 | 2 |
| Quantity of Solids suspended in waste water in the natural environment (kg) | 44,625 | 31,907 | 44,389 | 11,537 | 9,195 |
| Quantity of Solids suspended in waste water in the natural environment - Intensity by turnover (kg/M€) | 21 | 9 | 11 | 3 | 2 |
| VOC (Volatil Organic Compounds) from powder workshops (kg) | 372,220 | 178,652 | 184,659 | 134,671 | 129,535 |
| Dust emissions from powder workshops (kg) | 55 | 81 | 75 | 77 | 89 |
| **ETHICS & GOVERNANCE** | | | | | |
| **GENERAL** | | | | | |
| Number of members on the Board as of 31 December | 11 | 10 | 9 | 9 | 9 |
| Percentage of administrators who attended board meetings (in person, remotely or by proxy) over the last reporting period | 94% | 94% | 94% | 100% | 100% |
| Total number of ordinary and extraordinary company board meetings held over the last reporting period | 8 | 7 | 7 | 6 | 6 |
| Percentage of independent members on the Board as of 31 December. Administrators are deemed independent if they have no connection whatsoever to the company, its parent company or its management that could compromise their judgement | 18% | 10% | 33% | 33% | 33% |
| Percentage of women on the Board | 9% | 20% | 22% | 22% | 22% |
| Number of corruption and conflict of interest incidents recording | 0 | 0 | 0 | 0 | 0 |
| Number of incidents linked to Human Rights | | | | | 0 |
| Percentage of employees that received SNF Code of Conduct | | | | | 98% |
| **SUSTAINABLE PROCUREMENT** | | | | | |
| Number of suppliers assessed for ESG risk mapping | | | | 1,295[1] | 3,118 |
| **Percentage of Distribution of supplier criticity** | | | | | |
| Very Low | | | | 51 | 253 |
| Low | | | | 517 | 1,411 |
| Medium Low | | | | 526 | 1,079 |
| Medium High | | | | 167 | 326 |
| High | | | | 34 | 49 |
| Number of SNF partners assessed by Ecovadis after SNF request | | | | 220 | 298 |
| Average Ecovadis score of SNF partners assessed | | | | 62 | 65 |

*1 - This value differs from that published in the 2023 report due to a calculation error.*

# NON-FINANCIAL PERFORMANCE INDICATORS

Due to an enlargement of the 2024 data collection perimeter, indicators from previous years have also been updated to reflect this new scope, including the USA, France, South Korea, China, India, Australia, Brazil, and the UK.

| PERFORMANCE INDICATOR | 2016 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **SOCIAL** | | | | | |
| **GENERAL** | | | | | |
| Total employees | 5,214 | 6,918 | 7,442 | 8,151 | 8,828 |
| Total male | | | | 6,367 | 6,888 |
| Total female | | | | 1,784 | 1,940 |
| **% employees by region**: | | | | | |
| Europe | | | | 25% | 23% |
| Middle East & Africa | | | | 1% | 1% |
| North America | | | | 30% | 30% |
| Latin America | | | | 5% | 6% |
| Asia Pacific | | | | 39% | 40% |
| **Employees by geographical area:** | | | | | |
| Europe | | | | 2,074 | 2,054 |
| Middle East & Africa | | | | 74 | 82 |
| North America | | | | 2,423 | 2,607 |
| Latin America | | | | 429 | 509 |
| Asia Pacific | | | | 3,151 | 3,576 |
| **Breakdown of employees by contract type:** | | | | | |
| Permanent employees | 2,833 | 4,287 | 4,590 | 4,922 | 7,319 |
| Fixed-term employees | 506 | 745 | 684 | 749 | 1,384 |
| Apprentices and professionalization employees | | | | | 116 |
| Non-guaranteed hours employees | | | | | 9 |
| Temporary workers ( Interim) | 63 | 454 | 454 | 513 | 569 |
| Number of Self-employed individuals with contracts to supply labor | | | | | 414 |
| Number of employees on part-time jobs | 54 | 91 | 73 | 68 | 154 |
| **Breakdown of employees by socio-professional category:** | | | | | |
| **Professionnal** | | | | 4,218 | 4,991 |
| Male | | | | 3,114 | 3,664 |
| Female | | | | 1,104 | 1327 |
| **Non Professionnal** | | | | 3,933 | 3,837 |
| Male | | | | 3,253 | 3,224 |
| Female | | | | 680 | 613 |
| **Breakdown by age:** | | | | | |
| Age <30 | | | | 1,435 | 1,592 |
| Age 30-50 | | | | 4,829 | 5,250 |
| Age +50 | | | | 1,887 | 1,986 |
| **EMPLOYMENT TRENDS** | | | | | |
| Turnover rate of employees | | | | 16% | 12% |
| **Turnover rates of employees by geographic area:** | | | | | |
| Europe | | | | 10% | 5% |
| Middle East & Africa | | | | 7% | 3% |
| North America | | | | 20% | 15% |
| Latin America | | | | 21% | 14% |
| Asia Pacific | | | | 17% | 14% |
| Percentage of employees earning at least a living wage | | | | | 100% |
| Average gap between SNF minimum wage and SNF living wage | | | | | 14% |
| Average gap between the legal minimum wage and the SNF living wage | | | | | 34% |
| Internal mobility | 163 | 470 | 581 | 627 | 1,024 |
| Number of promotions | 145 | 421 | 659 | 727 | 830 |

# NON-FINANCIAL PERFORMANCE INDICATORS

Due to an enlargement of the 2024 data collection perimeter, indicators from previous years have also been updated to reflect this new scope, including the USA, France, South Korea, China, India, Australia, Brazil, and the UK.

| PERFORMANCE INDICATOR | 2016 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| **SOCIAL** | | | | | |
| **HEALTH & SAFETY** | | | | | |
| Number of Fatal Accidents | 0 | 0 | 0 | 0 | 0 |
| Number of Lost Time Injuries (accident with work stop) | 32 | 35 | 35 | 38 | 39 |
| LTIFR (Lost Time Injury Frequency Rate) | 4.61 | 3.71 | 3.5 | 3.48 | 3.43 |
| Number of Recordable injuries (accidents with and without work stop) | 58 | 52 | 76 | 52 | 68 |
| Rate of total recordable injuries/Million man hours SNF | 8.36 | 5.43 | 7.29 | 4.7 | 5.84 |
| Number of lost days | 1,718 | 649 | 1,516 | 884 | 1,627 |
| WRIR (Work-Related Injury Rate) | 1.01 | 1.36 | 1.6 | 1.03 | 1.2 |
| Severity rate | 0.25 | 0.07 | 0.15 | 0.08 | 0.13 |
| **Percentage of employees Covered by Social Protection by country (where staff exceeds 5% of the group's total employees) :** | | | | | |
| United States | | | | | 100% |
| China | | | | | 100% |
| France | | | | | 100% |
| India | | | | | 100% |
| Others | | | | | 84% |
| **NON-DISCRIMINATION** | | | | | |
| Number of nationalities represented within the company (France) | | | 21 | 28 | 28 |
| Number of women on the SNF Group Board | | | | 2 | 2 |
| Percentage of women employees | | | | 22% | 22% |
| Percentage of women in managerial positions | | | | 62% | 68% |
| Percentage of management who are women | | | | 26% | 27% |
| Gender parity index | | 89/100 | 89/100 | 88/100 | 87/100 |
| Number of disabled people among employees | 90 | 113 | 147 | 183 | 206 |
| Percentage of employees with disabilities | 2% | 2% | 3% | 3% | 4% |
| Number of incidents related to Non-Discrimination | | | | | 1 |
| **PROFESSIONAL DEVELOPMENT** | | | | | |
| Total training hours | 178,071 | 292,479 | 334,845 | 401,292 | 437,178 |
| Total HSE Training hours | 102,568 | 226,916 | 280,445 | 340,318 | 304,606 |
| Percentage of training dedicated to HSE | 58% | 78% | 84% | 85% | 70%[1] |
| Training hours per person (hrs./pers.) | 49 | 58 | 63 | 71 | 50 |

*1 - The sharp disparity with last year's figures is due to the impossibility of accounting for all training hours in the USA following a software change.*

# Note on **Methodology**

## OVERVIEW

The aim of this methodological note is to:

- define the indicators and their context,
- explain calculation methods,
- describe the tools and checks employed.

For accounting periods beginning on or after 01/09/2017, the ESG Report replaces the CSR (Corporate Social Responsibility) report for all companies subject to this obligation or voluntarily subscribing to it. It was established by order of 19/07/2017 and transposes the European directive of 22/10/2014 into French law.

In accordance with Article L225-102-1, amended by Order 2017-1180, our group is now subject to the new obligation to publish a consolidated ESG report, due to the level of turnover and the average number of employees, particularly with regard to its French subsidiary SNF SA.

Compared to the previous system (the CSR report: Corporate Social Responsibility report), the performance statement mainly meets three objectives:

an increased demand with regard to the social/ societal and environmental policies and actions of companies, clarification and European harmonization of ESG practices, adherence:

- to the G20 guidelines for an international transparency framework to combat climate change
- to GRI (Global Reporting Initiative)
- to Global Compact Objectives (SDG)

## REPORTING SCOPE

For the environment and health and safety matters, only the significant French, American, Chinese, Korean, Indian, Brazilian, Australian and UK subsidiaries were considered representing a major share of the group's worldwide turnover, in order to draw up this Extra-Financial Performance Report. For social and societal aspects, the scope is extended to include all consolidated subsidiaries.

## CHOICE OF INDICATORS

The indicators stated were chosen because not only do they reflect the group's activity but also SNF's social, environmental and societal results.

They describe the SNF group’s performance over the past five years (two years for Scope 3 in the environmental part). For some indicators, we chose to publish ratios on a consolidated basis as opposed to geographic area.

We consider that the trend of the ratios published on a consolidated basis using the base 100 index where possible portrays a true picture of the actual evolution of these indicators at group level.

The values are expressed per total group sales, with 2016 being used as the benchmark year and 100 as the base for monitoring changes since that date.

For a given year, if total group sales are impacted by a price effect higher than 10%, this percentage, lowered by 5%, is subtracted from sales.

The units and details of the indicators chosen are described in a methodology note (see next chapter).

## INDICATORS

All indicators stated in ton are metric ton.

The method is based on the GHG protocol using the Corporate value chain (Scope 3) accounting and reporting standards and the Technical guidance for calculating Scope 3 emissions v1.0 guides published

by the WBCSD.

The French professional union (France Chimie) published a guide called 'Guide Sectoriel pour la réalisation d'un bilan des émissions de gaz à effet de serre' in 2015, which was also used for the following methodology.

# WATER SECTION

## WATER CONSUMPTION

Water consumption is expressed in various units ($m^3$, L, gal, or $ft^3$) for each site (process + laboratory + administrative). It is converted into cubic meters in the software. The quantity of water considered is drinking water from the municipal mains supply and water drawn from the natural environment (boreholes or other).

- **France:** The readings are taken by the water supplier and shown on the bills. In the event of a malfunction or failure of the meter, an estimation will be made concerning the daily consumption, which is stable. The quantity of water taken into account is the municipality's drinking water (drilling or other).
- **USA:** The readings are either taken by the water supplier and shown on the utility bills or obtained by the SNF facility from a meter (e.g., well water). In the event of a malfunction or failure of the meter or an error in reading the meter by the utility company, an estimate of consumption will be based on a ratio of previous usage and production or a materials balance.
- **China:** The readings are taken by the water supplier and shown on the bills.

## INDUSTRIAL WASTEWATER DISCHARGED (PART OF SCOPE 3: 3.5)

The volume of industrial wastewater discharged (water from boilers, cooling towers, washing, etc. = all water other than rainwater) measured by a meter reading of the site's external discharges (wastewater treatment plant or natural environment) in different units ($m^3$, l, gal, or $ft^3$). In the software, it will be converted into $m^3$.

The wastewater discharged includes sanitary water.

- **France:** In the event of malfunction or failure of the meter, an estimation will be made concerning the volumes of the containment pool.
- **USA:** Only measurable discharges are included. These discharges might include rainwater if part of an NPDES (National Pollutant Discharge Elimination System) permitted outfall. Since there is no legal requirement to measure wastewater flows, Dolton, Wayne, Taylor, Los Angeles, and Longview are omitted. Compared to other US sites, they are considered "satellite plants" with low or no production.
- **For Plaquemine**, we removed the volume of rainwater since 2020 (previous data have been updated).
- **China:** Industrial wastewater discharge is counted by the municipal wastewater treatment plant supplier and shown on the bill.

Clean water discharge (cooling towers, deionized water skids, and steam condensates) is not included and discharged directly to the environment.

## NET WATER CONSUMPTION

The net water consumption represents the amount of process water consumed to operate our plants and manufacturing lines (cooling, heating, scrubbing, washing, utilities...) outside of our product compositions. It is the total water consumption less the vector water, less the amount of released water discharged.

Vector water is used as a reaction medium or added to our product voluntarily to make it usable. Vector water may partially be evaporated to the natural environment, recycled during manufacturing, or become our products' final solvent, eventually returning to the water cycle of our customers' applications. As vector water is directly proportional to our sales, it is excluded from the net water consumption.

The net water consumption allows us to measure the quantity of water (in cubic meters) removed from the natural environment, for which we strive to reduce our intensity.

## TREATMENT YIELD

This parameter is considered if the site's industrial water discharge goes to an external treatment plant. It calculates the impact of pollution discharged into the natural environment for the various water parameters (COD, BOD, SS, and nitrogen).

These parameters (COD, BOD, SS, and nitrogen)

are usually measured on site if industrial water is discharged directly into the natural environment.

If the external wastewater treatment yield is unavailable, we use the reduction rate derived from European standards (Directive 91/271/EEC). The following yields are applied: BOD 80%, COD 75%, nitrogen 75%, and SS 90%.

- **China:** we do not have data on the yields of municipal wastewater treatment plants. We apply European standards.
- **USA:** The quantities of each parameter at the inlet to the wastewater treatment plant are unknown; therefore, the yield cannot be calculated.
- **France:** In this case, the COD, BOD, nitrogen, and SS will be calculated for the discharge in the natural environment with formula. We ask the water treatment plant to indicate the monthly yield of each parameter (COD, BOD, nitrogen, SS).

### WATER PARAMETERS (NITROGEN, SS, COD, BOD)

This is the quantity in kg released into the natural environment.

**Details of the calculation:** Over a month, the average monthly concentration in mg/l is multiplied by the total volume of industrial released water discharged monthly in $m^3$ and divided by 1,000 to obtain a result in kg per month. Another calculation method involves taking the monthly average in mg/l, dividing it by 106 (mg/kg), then multiplying it by (i) the monthly flow in gal and (ii) the conversion factor of 3.785 l/gal to obtain a result in kg per month.

- **France:** total Kjeldahl nitrogen is determined internally daily per French standard NF EN 25663. $NO_2$ nitrites as per NF EN 26777/ISO 6777 and $NO_3$ nitrates as per NF EN ISO 13395 are measured monthly by an external laboratory. The chemical oxygen demand (COD) index is calculated daily as per ISO 15705:2002. The biological oxygen demand (BOD) index is calculated daily as per NF EN ISO 5815-1. The quantity of SS is calculated weekly as per NF EN 872.
- **USA:** measurements are carried out based on the current standard. The Plaquemine site is not included (no legal obligation). Dolton, Wayne, Taylor, Los Angeles, and Longview are omitted. Compared with other US sites, they are treated as "satellite sites" with little or no production.
- **China:** online monitoring is in place (daily: 3 readings for nitrogen, 6 for COD). The average is multiplied by the total quantity discharged. The parameters (nitrogen, COD, and SS) are also checked manually every day.

## ENERGY CONSUMPTION SECTION

### ELECTRICITY CONSUMPTION

Electricity consumption is calculated from suppliers' invoices based on monthly consumption in MWh or kWh. No electricity is produced on site. Consumption concerns the whole site (process and administrative). It is included in the Scope 2 calculation.

### STEAM CONSUMPTION

Steam consumption is calculated from suppliers' invoices based on monthly consumption in tons. Consumption is included in the Scope 2 calcation with an emissions factor by country or site if available. We use data from each plant for the emissions factors. Our reporting software applies an emissions factor by country from ADEME if no value is available.

### GAS CONSUMPTION

Gas consumption is calculated from suppliers' invoices for the monthly consumption of each unit (MWh, $m^3$, MMBTU, Therm_US, Mcf, ccf). Consumption is converted into MWh in the software and is used for part of the Scope 1 calculation.

For the emissions factor, we use the same for each country. We take 185 kg $CO_2$ /MWh PCS from the French regulation relating to the verification and quantification of emissions declared within the framework of the greenhouse gas emissions trading system.

- **France, USA, and Taixing:** the quantity of natural gas purchased is considered for the entire site (process and administrative).
- **China:** total consumption data is based on supplier figures recorded on monthly invoices (two suppliers).

# WASTE SECTION

For the two indicators below, waste is separated by treatment type:

- Incineration with energy recovery
- Incineration without energy recovery
- Recycling of inorganic materials
- Metal recycling
- Biological recycling
- Landfill

If a breakdown is unavailable, aggregate amounts of non-hazardous and hazardous waste may be provided.

## HAZARDOUS AND NON-HAZARDOUS WASTE

This is the monthly amount of hazardous and non-hazardous waste treated off site by specialized processing centers.

If the breakdown is available by source of waste, a calculation gives the share of waste recycled for energy recovery and other waste recycled.

- **France:** this is the monthly amount of waste recorded in our waste management software. Hazardous waste is defined by Article R. 541-8 of the French Environmental Code. It is indicated by an asterisk in the list of waste types in Article R. 541-7. The recovery categories are classified based on Annexes II-A and II-B of Council Directive 75/442/EEC of 15 July 1975, to which Article R.541-7 of the French Environmental Code refers. Recovered waste is recorded in our waste management software. Treatment centers apply one code per treatment (R: recovery, D: disposal). The code is indicated on the waste slip when treatment has taken place.
- **USA:** hazardous waste is reported per US EPA 40 CFR 260-262 annually or every two years. There is no federal obligation to report non-hazardous waste. The data provided for verification purposes does not include plant waste (i.e., rubbish), scrap metal, or general waste (batteries, light bulbs, etc.). Waste from pilot plants is not included. Energy recovery from waste includes waste sent off site for incineration with energy recovery and mixed fuels with energy recovery. Other recovered waste is waste from which resources are derived (such as solvent recycling).

# ATMOSPHERIC EMISSIONS SECTION

## CFC/HCFC EMISSIONS

This is the quantity of CFCs/HCFCs released into the atmosphere in kg. The calculation is made by counting the amounts of fluid refills in our equipment and not the total gas capacity on site. These fluid refills correspond to gas leaks discharged into the air. The quantity is included in Scope 1.

## SCOPES 1 & 2

Consumption of gas, electricity, steam, and CFC. HCFC emissions are used for the Scopes 1 & 2 calculation.

Our targets are set in intensity of turnover.

## SCOPE 1

For gas, we use the same emissions factor for each country. We take the value of 185 kg $CO_2$ /MWh HCV of the French regulation (31 October 2012) on verifying and quantifying emissions reported under the greenhouse gas emissions trading scheme. All CFCs/HCFCs are converted to $CO_2$ with their global warming potential (GWP).

## SCOPE 2

If available, an emissions factor per country or site is used for electricity. If no value is available, our reporting software applies a country emissions factor defined by ADEME. For steam, we use the conversion factor provided by the supplier.

# VOC EMISSIONS SECTION (SCOPE 1)

## VOLATILE ORGANIC COMPOUNDS (VOC) FROM POWDER PRODUCTION UNITS

These are the quantities of non-methane VOCs (NMVOCs) emitted into the air in tons of carbon equivalent per year during the operation of the powder production units.

- **France:** An external company takes powder (VOC) measurements twice a year at the chimney outlet. The results of the flow of NMVOCs in kg equivalent C/h are multiplied by the number of hours of emissions per powder stack (operating times are halved if two production units are on the same stack). NMVOC emissions are analyzed per the XP X 43-554 standard and the site's prefectural decree.
- **USA:** VOC emissions are defined per US EPA 40 CFR 51.100(s) federal regulations. The emissions factors are derived from EPA regulations, guidance documents, and/or performance tests. Measurements are taken annually.
- **China:** we take aggregate VOC emissions from all other powder production sites to calculate VOCs in China. We take the average value of these emissions related to the overall amount of powder production. We then use this ratio to estimate China's VOC emissions based on powder production in China.

# DUST EMISSIONS SECTION

## DUST EMISSIONS FROM POWDER PRODUCTION UNITS

These are the quantities of dust emitted into the air in tons per year during the operation of the powder production units.

- **France:** the results of dust flow measurements in kg/h are multiplied by the number of hours of operation of the powder production units (operating times are halved if two production units are on the same stack). An external body measures the data on a six-monthly basis. Dust is measured as per French standard EN 13284-1.
- **USA:** dust (particles) is defined per US EPA 40 CFR 51.100(oo) federal regulations. The emissions factors are derived from EPA regulations, guidance documents, and/or performance tests. Measurements are taken annually.
- **China:** to calculate dust in China, we take aggregate dust emissions from all powder production units. We take the average value of these emissions concerning the overall amount of powder production.

# OTHER SCOPE 3 INDICATORS

Our targets are set in absolute values.

- **Category 3-1: Purchased goods or services** - It includes all of the upstream (cradle-to-gate) emissions from purchased goods and services, including raw materials such as monomers, additives, and reactants, as well as purchase/resale and packaging. This category is the most contributive to Scope 3.
- **Category 3-2: Capital goods** - upstream (cradle-to-gate) emissions of purchased capital goods. Emissions from factory equipment acquired during the reporting year: machines, buildings, vehicles.
- **Category 3-3: Fuel and Energy-Related Activities not Included in Scope 1 or Scope 2** - extraction, production, and transportation of fuels and energy purchased by SNF not included in scopes 1 & 2. Emissions before combustion (extraction, production, processing, transport, distribution).
- **Category 3-4: Upstream Transportation and Distribution** - transportation and distribution of purchased products by SNF Group in the reporting year between an SNF production plant and its direct suppliers (manufacturers or resellers/traders). Burned fuels from transportation sources (all motorized vehicles and by road, air, rail, and sea/river for freight) from raw materials and packaging.
- **Category 3-5: Waste Generated in Operations** - disposal and treatment of waste generated during SNF's operations. End of life for waste and discharged water.
- **Category 3-6: Business Travel** - Employees' business travel emissions. Burning fuel from transportation sources used specifically for business-related matters.
- **Category 3-7: Employee Commuting** - emissions from transportation of employees between their home and SNF.
- **Category 3-8: Upstream Leased Assets** - emissions related to leased assets. This category does not concern SNF. For the chemical industry, leasing is included in Scope 1 or 2.
- **Category 3-9: Downstream transportation and distribution** - transportation and distribution of purchased products by SNF's customers in

the reporting year between an SNF production plant and its direct customers. Burned fuels from transportation sources (all motorized vehicles and by road, air, rail, and sea/river for freight).

- **Category 3-10: Processing of Sold Products** - Not calculated because it cannot be reasonably tracked.
- **Category 3-11: Use of Sold Products** – Direct emissions of SNF products. SNF sets assumptions for estimating emissions in this category for all its products regarding their final use. This mainly involves the use of electricity.
- **Category 3-12: End-of-Life Treatment of Sold Products** – It is impossible to quantify the fate of our polymers precisely. Thus, end-of-life SNF products are estimated according to the product category and application field.
- **Category 3-13: Downstream leased assets** - Not relevant to the chemical sector.
- **Category 3-14: Franchises** - Not relevant to the chemical sector.
- **Category 3-15: Investments** – No Information available.

# SOCIAL INDICATORS

The scope of consolidation for all social indicators corresponds to the financial consolidation scope.

## Total Number of employees (Headcount)

This indicator reflects the total number of employees in our subsidiaries as of December 31 of year N-1 and N, including active employees and those with suspended contracts.

The following types of contracts are considered:

- **Permanent Contracts:** Employees on open-ended contracts.
- **Fixed-Term Contracts:** Employees on contracts with a specific end date.
- **Apprenticeship and Professionalization Contracts:** Employees in formal training contracts, including apprentices and those in professionalization programs.
- **Non-Guaranteed Hours Contracts:** Employees without a set number of working hours, such as zero-hour or on-call contracts.

**Exclusions:** Temporary agency workers and interns.

## Social category (Management / Non-management)

This indicator categorizes employees into "Management" or "Non-Management" groups based on their qualifications, education, and responsibilities.

## Management employees

Positions requiring high qualifications or managerial responsibilities.

- **In France:** Defined by collective bargaining agreements as sectors 2 and 3 (technicians, supervisors, executives).
- **In the United States:** Includes management and all "white-collar" employees.
- **In China:** Includes employees with a degree equal to or above Gaozhong (Doctorate, Master's, Bachelor's, etc.).

## Non-management employees

Employees in operational or technical roles without significant managerial responsibilities.

- **In France:** Defined as sector 1 (workers and other employees).
- **In the United States:** Includes all "blue-collar" employees.
- **In China:** Includes employees with a degree below Gaozhong.

## Number of employees (Headcount) by Age

This indicator provides the breakdown of employees as of December 31 of the year N, categorized into the following age groups:

- Under 30
- 30–50
- Over 50

## Number of Employees (Headcount) at Top Management

This indicator reflects the total count of individuals in senior leadership roles responsible for strategic decision-making and overseeing key business areas.

Examples: CEO, CFO, COO, Vice Presidents, Directors.

## Employees by Contract Type

We classify employees based on their employment contract type:

- **Permanent Employees:** Employees on open-ended contracts.
- **Fixed-Term Employees:** Employees on fixed-term contracts with specified end dates.
- **Apprenticeship and Professionalization Employees:** Employees in apprenticeship or professionalization contracts.
- **Non-Guaranteed Hours Employees:** Employees without a set number of working hours (e.g., zero-hour or on-call contracts).

## Employees by Working Time

We categorize employees based on their working hours:

- **Full-Time Employees:** Employees working full-time according to our subsidiary standards, regardless of contract type.
- **Part-Time Employees:** Employees working fewer hours than the subsidiary's full-time standard.

## Employees with Disabilities

This indicator reflects the proportion of employees who self-identify as having disabilities, categorized as:

- Professional Employees
- Non-Professional Employees

This indicator is defined in accordance with local laws and standards.

## Employees Who Have Left the Organization During the Year

This indicator counts the total number of employees who left our organization during the reporting year, categorized as:

- Professional Employees.
- Non-Professional Employees.
- Inclusions: Resignation, retirement, end of fixed-term contracts, dismissal.

## Percentage of Employee Turnover

This indicator represents the proportion of employees who have left the organization over the course of the year (year N) relative to the total number of employees at the beginning of the year (year N-1). It reflects voluntary and involuntary departures across our subsidiaries.

## Non-Employee Workforce

**Self-Employed Individuals with Contracts to Supply Labor**

This indicator includes all self-employed individuals engaged under formal agreements to supply

labor or services (e.g., freelancers, independent contractors, consultants).

**Individuals Provided by Employment Agencies (NACE N78)**

This indicator measures the total number of individuals supplied by employment agencies who work under our operational control.

### Adequate wage

This indicator serves to verify that all employees of the group, regardless of the geographic location of the subsidiary, earn a decent wage. SNF defines a decent wage as one that enables an employee to live decently in the region where the SNF subsidiary is located. This decent wage must allow a person (and their family in some cases) to meet their essential needs (water, food, housing, healthcare, education, energy, etc.), taking into account the country's situation and calculated for work performed during regular working hours. This definition is based on the principles of the ILO (International Labour Organization) and adheres to the principles of the Global Compact and the United Nations.

A collection of minimum salary data was conducted from each subsidiary. The minimum salary is defined as pay to a full-time employee who was with the company for more than 6 months in 2024, regardless of the position, qualification level, seniority in the company, gender, or age.

The HR department of each subsidiary was then asked to carry out a cost-of-living study in the region where the site is located. This study made it possible to define a decent salary in each of the regions where SNF operates. The criteria used in this study are as follows:

- Economic situation of the country (inflation, unemployment rate, etc.)
- Local employment market for similar jobs in the same industry
- Social coverage provided or not provided by the state
- Fertility rate
- Average cost of living for an individual or a family (adequate housing, food, access to energy and clean water, transportation costs, access to education, etc.)
- Number of salaries per family (considering that in some countries, women's employability is low, etc.)

Internal auditors at SNF SA check that, for each subsidiary, the minimum salary is higher than the decent salary.

## Training and Skills Development

### Total Number of Hours of Training

The total number of training hours includes all hours spent on vocational training by employees across all contract types (permanent, non-permanent, full-time, part-time, temporary workers…) during the reporting year. This covers both external training (off site) and internal training (on-the-job or at the workstation).

- **Exclusions (in France):** Training linked to academic learning (e.g., apprenticeships, degree programs) and training related to individual training accounts (e.g., CPF in France).
- **For France**, there is a gap between the completion and recording of the training. Also, we estimate that 20% of the training hours are not registered for the year of the ESG report; consequently 20% are added.
- **For USA,** training checklists include all hours worked on-the- job until the training check list is completed. A percentage is assigned to these hours to reflect actual time trained on the job.

### Training Hours on Health and Safety

This tracks the portion of training hours dedicated to health and safety topics.

## Social Protection

### Percentage of employees

This indicator tracks the percentage of employees who are covered by state social protection or guaranteed by the company.

Social protection refers to all measures that provide access to healthcare and income support in the event of difficult life situations, such as job loss, illness and the need for medical care, childbirth and child-rearing, or retirement and the need for a

pension. It encompasses a set of measures aimed at reducing and preventing poverty and vulnerability throughout the life cycle.

# HEALTH AND SAFETY INDICATORS

(SNF employees)

## Number of fatalities

This is the number of fatalities due to industrial accidents.

## Number of fatalities per 100 million hours worked

This is calculated as follows:

(number of fatalities x 100,000,000)/number of hours worked

## Number of worked hours

These are the actual working hours over the year for all staff including training hours (excluding temporary staff).

For staff outside the management package, overtime is included.

7 hours per day for people on a day package are counted.

Hours spent on business travel and assignments are recorded as hours worked.

Lost days and days of paid leave are excluded from the calculation of hours worked.

## WRIR (Work-Related Injury Rate)

H and M severity rate for work-related accidents

(Number of work-related accidents classified as H and M) x 1000000 / Number of hours worked

This rate is the Group's main progress indicator.

## FAAR (First Aid Accident Rate)

(Work-related accident frequency rate, severity L)

(Number of work-related accidents classified as L) x 1000000 / Number of hours worked

This locally-managed indicator is not consolidated at the Group level.

## LDR (Lost Days Rate)

(Severity rate of work-related accidents)

(Number of days lost due to work-related accidents classified as H and M) x 1000 / Number of hours worked

The number of days lost corresponds to the total number of working days, normally scheduled, not worked by a person concerned by a work stoppage due to a work-related accident, regardless of the day of the accident.

- **France:** Days of absence from work due to an industrial accident are counted in calendar days from the first lost day. This includes only lost days from accidents in the current year.
- **USA:** The calculation of the number of lost days is determined by federal law (Occupational Safety & Health Act). And did not result in either a work stoppage or an external medical consultation.

# GRI CONTENT INDEX

CONTENT INDEX ESSENTIALS SERVICE
WITH REFERENCE OPTION
2025

SNF has reported the information cited in this GRI content index for the period of January 1 to December 31, 2024 with reference to the GRI Standards.

For the Content Index - Essentials **With Reference** Option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

## GRI 1: Foundation 2021

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | | | | |
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| | 2-2 Entities included in the organization's sustainability reporting | 11-17 | | |
| | 2-3 Reporting period, frequency and contact point | 11 | | |
| | 2-4 Restatements of information | 94-102 | | |
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| | **Activities and Workers** | | | |
| | 2-6 Activities, value chain and other business relationships | 18-21 | | |
| | 2-7 Employees | 58-75, 92-93 | Principle 6 | SDG 3,8 |
| | **Governance** | | | |
| | 2-9 Governance structure and composition | 78-81 | all principles | SDG 3,8 |
| | 2-10 Nomination and selection of the highest governance body | 78-81 | all principles | SDG 3,8 |
| | 2-11 Chair of the highest governance body | 78-81 | all principles | SDG 3,8 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 78-81 | all principles | SDG 3,8 |
| | 2-13 Delegation of responsibility for managing impacts | 78-81 | all principles | SDG 3,8 |
| | 2-14 Role of the highest governance body in sustainability reporting | 78-81 | all principles | SDG 3,8 |
| | 2-15 Conflicts of interest | 82 | all principles | SDG 3,8 |
| | 2-16 Communication of critical concerns | 82-91 | all principles | SDG 3,8 |
| | 2-17 Collective knowledge of the highest governance body | 78-81 | all principles | SDG 3,8 |
| | 2-18 Evaluation of the performance of the highest governance body | 78-81 | all principles | SDG 3,8 |
| | **Strategy, policies and practices** | | | |
| | 2-22 Statement on sustainable development strategy | 8-9 | all principles | All SDG |
| | 2-23 Policy commitments | 22-24 | all principles | All SDG |
| | 2-24 Embedding policy commitments | 22-24 | all principles | All SDG |
| | 2-25 Processes to remediate negative impacts | 82 | all principles | All SDG |
| | 2-26 Mechanisms for seeking advice and raising concerns | 82 | all principles | SDG 16 |
| | 2-27 Compliance with laws and regulations | 11 | all principles | All SDG |
| | 2-28 Membership associations | 11-25 | all principles | SDG 17 |
| | **Stakeholder engagement** | | | |
| | 2-29 Approach to stakeholder engagement | 18-21 | | |
| | 2-30 Collective bargaining agreements | 92-93 | Principle 3 | SDG 3 |
| **GRI 3: Materials Topics** | **DISCLOSURES ON MATERIALS TOPICS** | | | |
| | 3-1 Process to determine materials topics | 20-21, 86-87 | all principles | All SDG |
| | 3-2 List of materials topics | 20-21, 86-87 | all principles | All SDG |
| | **ECONOMIC PERFORMANCE** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 20-21, 86-87 | Principle 9 | SDG 8,12 |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
|---|---|---|---|---|
| | **ANTI-CORRUPTION** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 20-21, 86-87 | Principle 10 | SDG 3,10,16,17 |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | 82-83, 86-87 | Principle 10 | SDG 3,10,16,17 |
| | 205-2 Communication and training about anti-corruption policies and procedures | 82-83, 86-87 | Principle 10 | SDG 3,10,16,17 |
| | 205-3 Confirmed incidents of corruption and actions taken | 91 | Principle 10 | SDG 3,10,16,17 |
| | **MATERIALS** | | | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | 16-19 | Principles 7, 8 | SDG 8,9,12 |
| | **ENERGY** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 50-53, 90 | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 50-53, 90 | Principles 7, 8 | SDG 7,12,13 |
| | 302-2 Energy consumption outside of the organization | 50-53, 90 | | SDG 7,12,13 |
| | 302-3 Energy intensity | 50-53, 90 | Principle 8 | SDG 7,12,13 |
| | 302-4 Reduction of energy consumption | 50-53, 90 | Principles 8, 9 | SDG 7,12,13 |
| | 302-5 Reductions in energy requirements of products and services | 50-53, 90 | Principles 7, 8, 9 | SDG 7,12,13 |
| | **WATER AND EFFLUENTS** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 28-31, 90 | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 28-31, 90 | Principles 7, 8 | SDG 6,9,12,13 |
| | 303-2 Management of water discharge-related impacts | 28-31, 90 | | SDG 6,9,12,13 |
| | 303-3 Water withdrawal | 28-31, 90 | Principles 7, 8 | SDG 6,9,12,13 |
| | 303-4 Water discharge | 28-31, 90 | Principles 7, 8 | SDG 6,9,12,13 |
| | 303-5 Water consumption | 28-31, 90 | Principles 7, 9 | SDG 6,9,12,13 |
| | **BIODIVERSITY** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 42-43 | | |
| GRI 304 Biodiversity 2016 | 304-3 Habitats protected or restored | 42-43 | Principles 7, 8,9 | SDG 14,15 |
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| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 48-49, 54-57, 90-91 | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 48-49, 54-57, 90-91 | Principles 7, 8 | SDG 7,9,13 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 48-49, 54-57, 90-91 | Principles 7, 8 | SDG 7,9,13 |
| | 305-3 Other indirect (Scope 3) GHG emissions | 48-49, 54-57, 90-91 | Principles 7, 8 | SDG 7,9,13 |
| | 305-4 GHG emissions intensity | 48-49, 54-57, 90-91 | Principle 8 | SDG 7,9,13 |
| | 305-5 Reduction of GHG emissions | 48-49, 54-57, 90-91 | Principles 8, 9 | SDG 7,9,13 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | 48-49, 54-57, 90-91 | Principles 7, 8 | SDG 7,9,13 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 48-49, 54-57, 90-91 | Principles 7, 8 | SDG 7,9,13 |
| | **WASTE** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 38-39, 90 | | SDG 12,13,14,15 |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 38-39, 90 | Principles 7, 8, 9 | SDG 12,13,14,15 |
| | 306-2 Management of significant waste-related impacts | 38-39, 90 | Principles 7, 8, 9 | SDG 12,13,14,15 |
| | 306-3 Waste generated | 38-39, 90 | Principles 7, 8, 9 | SDG 12,13,14,15 |
| | 306-4 Waste diverted from disposal | 38-39, 90 | Principles 7, 8, 9 | SDG 12,13,14,15 |
| | 306-5 Waste directed to disposal | 38-39, 90 | Principles 7, 8, 9 | SDG 12,13,14,15 |
| | **SUPPLIER ENVIRONMENTAL ASSESSMENT** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 83-84 | | SDG 8,12,13 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | 83-84 | Principles 7, 8, 9 | SDG 8,12,13 |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | 83-84 | Principles 7, 8, 9 | SDG 8,12,13 |
| | **EMPLOYMENT** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 58-75, 92-93 | | SDG 8,10 |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | 92-93 | Principle 3,6 | SDG 8,10 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 58-75 | Principle 3,6 | SDG 8,10 |
| | 401-3 Parental leave | 70-71 | Principle 3,6 | SDG 8,10 |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
|---|---|---|---|---|
| | **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 64-65, 93 | | SDG 3,8 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 64-65, 93 | Principle 1,3,6 | SDG 3,8 |
| | 403-2 Hazard identification, risk assessment, and Incidents investigation | 64-65, 93 | Principle 1,3,6 | SDG 3,8 |
| | 403-3 Occupational health services | 64-65, 93 | | SDG 3,8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 64-65, 93 | Principle 1,3,6 | SDG 3,8 |
| | 403-5 Worker training on occupational health and safety | 64-65, 93 | Principle 1,3,6 | SDG 3,8 |
| | 403-6 Promotion of worker health | 64-65, 93 | | SDG 3,8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 64-65, 93 | | SDG 3,8 |
| | 403-8 Workers covered by an occupational health and safety management system | 64-65, 93 | | SDG 3,8 |
| | 403-9 Work-related injuries | 64-65, 93 | Principle 1,3,6 | SDG 3,8 |
| | 403-10 Work-related ill-health | 64-65, 93 | | SDG 3,8 |
| | **TRAINING AND EDUCATION** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 68-69, 93 | | SDG 3,4,8,10 |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | 68-69, 93 | Principle 6 | SDG 3,4,8,10 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 68-69, 93 | Principle 6 | SDG 3,4,8,10 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 68-69, 93 | Principle 6 | SDG 3,4,8,10 |
| | **DIVERSITY AND EQUAL OPPORTUNITY** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 66-67, 93 | | SDG 5,10 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 66-67, 93 | Principle 1,6 | SDG 5,10 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 66-67, 93 | Principle 1,6 | SDG 5,10 |
| | **NON-DISCRIMINATION** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 66-67, 82-84 | | SDG 5,10 |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | 91 | Principle 1,6 | SDG 5,10 |
| | **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 82-84 | | SDG 8,10 |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 82-84 | Principle 1,3,6 | SDG 8,10 |
| | **CHILD LABOR** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 72, 84 | | SDG 8,16 |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | 72, 84 | Principle 3,6 | SDG 8,16 |
| | **FORCED OR COMPULSORY LABOR** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 72, 84 | | SDG 8,16 |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 72, 84 | Principle 4,6 | SDG 8,16 |
| | **SECURITY PRACTICES** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 70-73 | | SDG 3,8 |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | 70-73 | Principle 1,2 | SDG 3,8 |
| | **RIGHTS OF INDIGENOUS PEOPLES** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 73 | | |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | 73, 91 | Principle 1,2 | SDG 8,11,17 |
| | **LOCAL COMMUNITIES** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 73 | | SDG 8,11,17 |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 73 | Principle 1,2,7 | SDG 8,11,17 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | 73 | Principle 1,2,7 | SDG 8,11,17 |
| | **SUPPLIER SOCIAL ASSESSMENT** | | | |
| GRI 3: Materials Topics 2021 | 3-3 Management of materials topics | 83, 84 | | SDG 8,10,12 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | 83, 84 | Principle 2, 6, 7 | SDG 8,10,12 |
| | 414-2 Negative social impacts in the supply chain and actions taken | 83, 84 | Principle 2, 6, 7 | SDG 8,10,12 |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
|---|---|---|---|---|
| | **CUSTOMER HEALTH AND SAFETY** | | | |
| GRI 3: Materials Topics | 3-3 Management of materials topics | 40-41, 71 | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 40-41, 71 | Principle 1,7 | SDG 3,12 |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 91 | Principle 1,7 | SDG 3,12 |
| | **MARKETING AND LABELING** | | | |
| GRI 3: Materials Topics | 3-3 Management of materials topics | 40-41, 71 | | |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | 40-41, 71 | Principle 1,10 | SDG 12,16 |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | 40-41, 71 | Principle 1,10 | SDG 12,16 |
| | 417-3 Incidents of non-compliance concerning marketing communications | 91 | | |

# Independent Limited Assurance Report

**SNF Group**

Société Anonyme

ZAC du Milieux

42160 ANDREZIEUX BOUTHEON (France)

**Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement**

Year ended December 31, 2024

This is a free English translation of the report by one of the Statutory Auditors issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

*To the Shareholders' Meeting,*

*In our capacity as Statutory Auditor of your company (hereinafter the "Entity"), appointed as the sustainability auditor in accordance with Article 34 of Ordinance No. 2023-1142 of December 6, 2023, we have conducted work to provide a reasoned opinion expressing a moderate assurance conclusion on the historical information (observed or extrapolated) of the consolidated non-financial performance statement, prepared according to the entity's procedures (hereinafter referred to as the "Framework"), for the financial year ended December 31, 2024 (hereinafter respectively the "Information" and the "Statement"), presented in the group's management report in application of the provisions of Articles L. 225-102-1, R. 225-105, and R. 225-105-1 of the Commercial Code.*

## Conclusion

*Based on the procedures we have performed as described in the section "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not fairly presented in accordance with the Guidelines, in all material respects.*

## Comments

*Without modifying our conclusion expressed above and in accordance with Article A. 225-3 of the French Commercial Code, we make the following comments: the calculation of certain key performance indicators presented in the Methodological Note is based on definitions that may vary according to geographical location.*

## Preparation of the non-financial performance statement

*The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.*

*Consequently, the Information needs to be read and understood together with the Guidelines, summarised in the Statement and available on the Entity's website or on request from its headquarters.*

## Limits inherent in the preparation the Information

*The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.*

## Responsibility of the Company

*It is the responsibility of the Board of Directors to:*

- *Select or establish appropriate criteria for the preparation of the Information;*
- *Prepare a Statement in compliance with legal and regulatory provisions, including a presentation of the business model, a description of the main extra-financial risks, a presentation of the policies applied with respect to these risks as well as the results of these policies, including key performance indicators and also the information required by Article 8 of Regulation (EU) 2020/852 (green taxonomy);*
- *Prepare the Statement by applying the Entity's Framework as mentioned above;*
- *And to implement the internal control it deems necessary to establish Information that does not contain significant anomalies, whether they result from fraud or errors.*

*The Statement was prepared by applying the Entity's Framework as mentioned above.*

## Responsibility of the Statutory Auditor appointed as independent third party

*It is our responsibility, based on our work, to provide a reasoned opinion expressing a moderate assurance conclusion on:*

- *The compliance of the Statement with the provisions stipulated in Article R. 225-105 of the Commercial Code;*
- *The accuracy of the historical information (observed or extrapolated) provided in application of paragraph 3 of Section I and Section II of Article R. 225-105 of the Commercial Code, namely the results of the policies, including key performance indicators, and actions related to the main risks.*

*As it is our responsibility to provide an independent conclusion on the Information as prepared by the management, we are not authorized to be involved in the preparation of said Information, as this could compromise our independence.*

*It is not our responsibility to comment on:*

- *The entity's compliance with other applicable legal and regulatory provisions;*
- *The compliance of the products and services with applicable regulations.*

## Applicable regulatory provisions and professional guidance

*We performed the work described below in accordance with Articles A. 225-1 et seq of the French Commercial Code, with our verification program consisting of our own procedures and with the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, Intervention du commissaire aux comptes – Intervention de l'OTI – déclaration de performance extra-financière, and acting as the verification programme and with the international standard ISAE 3000 (revised).*

## Independence and quality control

*Our independence is defined by Article L. 821-28 of the French Commercial Code and French Code of Ethics for Statutory Auditors (Code de déontologie). In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this engagement.*

## Means and resources

*Our work engaged the skills of four people and took place between December 2024 and March 2025, with a total intervention duration of six weeks.*

*To assist us in carrying out our work, we called upon our specialists in sustainable development and social responsibility. We conducted about ten interviews with the individuals responsible for preparing the Statement.*

*Our work made use of information and communication technologies that allowed for the performance of tasks and interviews remotely without hindering their execution.*

## Nature and scope of procedures

*We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.*

*The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:*

- *We have reviewed the activities of all the companies included in the consolidation scope and the presentation of the main risks.*
- *We have assessed the appropriateness of the Framework in terms of its relevance, comprehensiveness, reliability, neutrality, and understandability, taking into account, where appropriate, industry best practices.*
- *We have verified that the Statement covers each category of information specified in Section III of Article L. 225-102-1 of the Commercial Code regarding social and environmental matters and includes an explanation, where applicable, justifying the absence of required information as per the second paragraph of Section III of Article L. 225-102-1 of the Commercial Code.*
- *We have verified that the Statement presents the information specified in Section II of Article R. 225-105 of the Commercial Code when they are relevant with respect to the main risks.*
- *We have verified that the Statement presents the business model and a description of the main risks related to the activities of all the entities included in the consolidation scope, including, when relevant and proportionate, the risks created by its business relationships, products, or services as well as the policies, actions, and results, including key performance indicators related to the main risks.*
- *We referred to documentary sources and conducted interviews to:*

*- assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented; and*

*- corroborate the qualitative information (measures and outcomes) that we considered to be the most important, for certain information, (ISCC+ certifications, diversity and inclusion policy, Ecovadis scoring) , our work was carried out on the consolidating entity, while for other risks, our work was carried out on the consolidating entity and on a selection of entities.*

- *We verified that the Statement covers the consolidated scope, i.e. all companies within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code, with the limits specified in the Statement.*
- *We obtained an understanding of internal control and risk management procedures implemented by the Entity and assessed the data collection process aimed at ensuring the completeness and fairness of the Information.*
- *For the key performance indicators and other quantitative outcomes that we considered to be the most important[1], we implemented:*

*1 - Water consumption, Wastewater volume, Chemical oxygen demand (COD) in wastewater*

*- analytical procedures that consisted in verifying the proper consolidation of collected data as well as the consistency of changes there to;*

*- tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out on a selection of contributing entities[2] and covers between 25% and 59% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;*

- *We assessed the overall consistency of the Statement in relation to our knowledge of the all the consolidated entities.*

*The procedures performed as part of a moderate assurance engagement are less extensive than those required for a reasonable assurance engagement conducted in accordance with the professional standards of the Compagnie Nationale des Commissaires aux Comptes; a higher level of assurance would have required more extensive verification work.*

*Lyon, March 7, 2025*

*One of the Statutory Auditors,*

***Deloitte & Associés***

*Josselin Vernay*

*Partner*

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*leaving the site, Electricity consumption, Natural gas consumption, Total non-hazardous waste, Total hazardous waste, Total waste that can be recovered as energy, Total recoverable waste (excluding energy), CFC emissions (t refrigerant gas leak) = fugitive emissions (part of scope 1), CO2 emissions (Scope 1) linked to gas consumption (excluding fugitive CFC emissions and excluding VOCs), CO2 emissions (Scope 2) linked to electricity and steam consumption, Number of hours worked, Number of accidents with stoppage, Number of days of stoppage, Total staff as of December 31, 2024, Change in workforce, Total number of hours of training.*

*2 - Site audit: Taixing (China), Riceboro (USA), consistency review: Andrézieux (France)*

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