SNF
WATER SCIENCE

2025

# 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.

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# Letter from the Chairman and CEO

## Mr Pascal Remy

Sustainable development has become a defining challenge of the 21st century, requiring economic growth to go hand in hand with social progress and environmental protection. Among the major challenges facing our planet, access to clean water remains paramount. At SNF, our commitment to water science is unwavering; every day, all of our 9,388 employees contribute to treating, preserving, and recycling water. This shared purpose unites us as we strive to reconcile social progress and environmental transition with sustainable economic development. Water science is, more than ever, our common passion.

Through our daily commitment to advancing water science, our solutions support more than one billion people worldwide and over half a million industrial facilities. Our solutions help our customers improve operational efficiency, reduce energy consumption, and lower their carbon footprint. In 2025, 92% of SNF revenues contributed to the UN Sustainable Development Goals, primarily related to water and sanitation, climate action, and the circular economy. Our sustainability performance was recognized with the EcoVadis Platinum rating for the second consecutive year — a significant achievement, particularly in the chemical industry — confirming the robustness of our CSR strategy and reinforcing our position as a responsible industry leader.

As the world leader in water chemistry, with subsidiaries in more than 60 countries and 23 production facilities, SNF has a duty to lead by example. We remain firmly committed to our ambition of achieving carbon neutrality by 2050. To date, we have reduced our carbon footprint by 43% (Scopes 1 and 2), significantly ahead of our initial 2030 target. Beyond our own operations, we actively engage with key suppliers to support emissions reductions aligned with our objectives. Having monitored our Scope 3 emissions for several years, we have further strengthened our approach and reaffirmed our ambition by setting a new target: a 15% reduction across Scopes 1, 2, and 3 by 2030.

Supporting sustainable and responsible growth also means placing people at the heart of our priorities. Safety remains our absolute priority. Last year confirmed our excellent safety performance, 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.

Today, SNF is well positioned to continue its sustainable growth trajectory, driven by innovative products and solutions focused on water science. Our talented and diverse teams, long-standing customer partnerships, modern industrial footprint, and solid financial foundation provide the strength to pursue our long-term ambitions.

Since the publication of our first ESG report in 2006, I have witnessed with pride the steady evolution of our Group. SNF continues to grow and innovate while steadfastly adhering to its core values and its commitments to the environment and people.

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

Let us continue advancing water science together.

**Among the major challenges facing our planet, access to clean water remains paramount.**

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

# About this report

## Reporting Period & Cycle

The reporting period is from January 1 to December 31, 2025. 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.

## Basis of Preparation

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.

This report is also based on certain requirements of the CSDR regulation, which the SNF Group will have to comply with in 2028.

The 2025 Sustainability Report does not constitute a full set of CSRD Sustainability Statements with regard to ESRS, as adopted by the European Union. Under these European Sustainability Reporting Standards, only a complete set of CSRD Sustainability Statement comprising of all required qualitative and quantitative datapoints for the material impacts, risks and, together with explanatory notes, enables SNF Group to prepare such CSRD Sustainability Statement, in all material aspects, in accordance with the disclosure requirements under Article 8 of Regulation (EU) 2020/852.

## General Report Practices

Data and indicators are reported for all our significant locations of operation per the requirements of the corresponding GRI disclosures. In 2025, this covered eight countries, representing approximately 99% of SNF Group's total production sites: France, USA, China, India, United Kingdom, Brazil, Australia 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

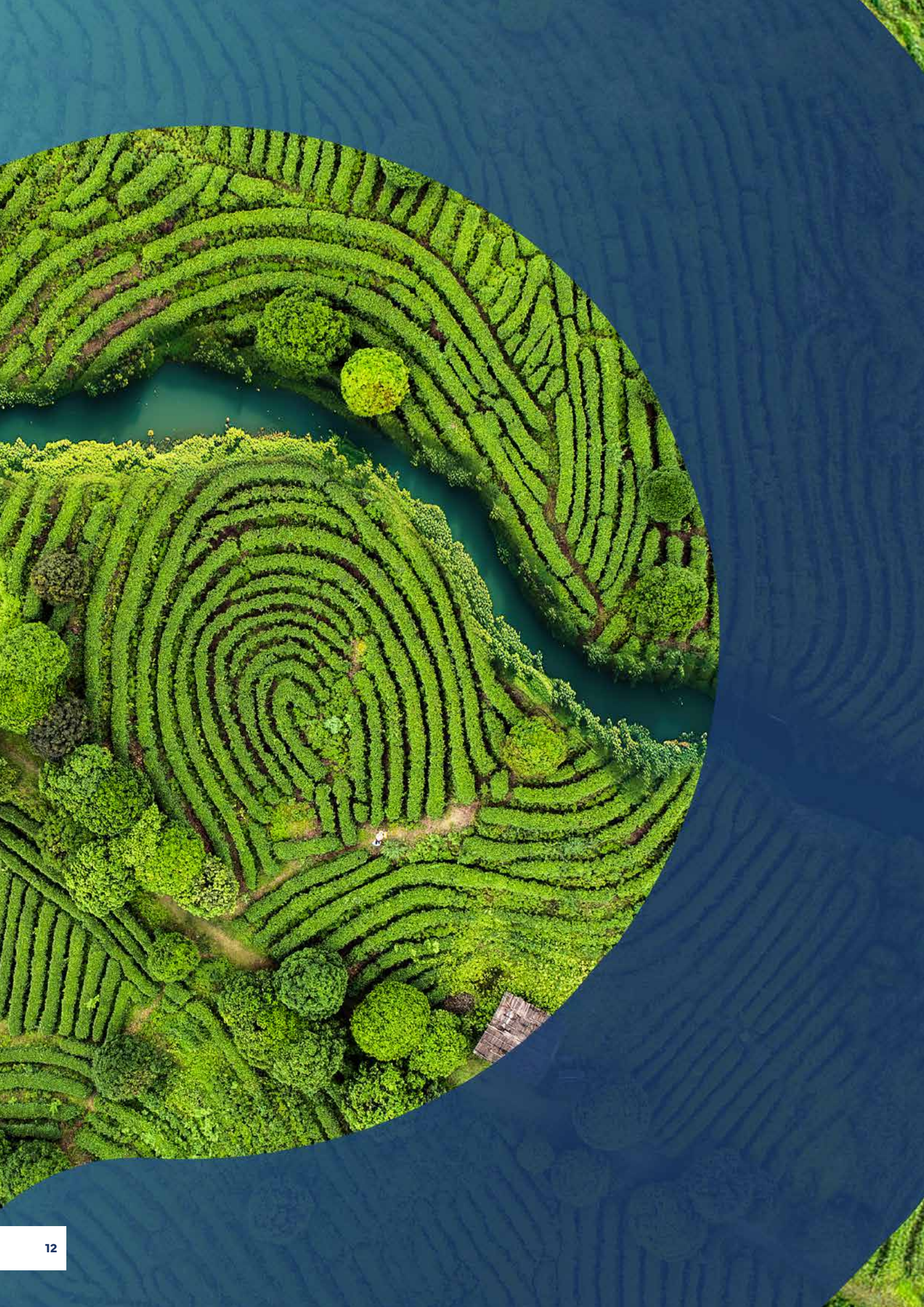
The Audit & Assurance firm Deloitte & Associés iin Lyon, France, has reviewed this Environmental and Social Responsibility Report of SNF Group for the fiscal year from January 1, 2025, to December 31, 2025.

## 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 2027.



# 00 Our Foundations

## Who We Are and How We Operate

# 0.1 Our Business Model

## and Strategy for Sustainable Growth

SNF is a global specialty chemical company whose business model is centered on water chemistry. The Group develops, manufactures, and supplies a broad portfolio of more than 1,100 water-soluble polymers used to treat, preserve, and recycle water across municipal and industrial systems. These solutions directly improve water-treatment performance, reduce water withdrawals, and support circular-water practices across multiple sectors.

1 TREATING **Municipal and Industrial Water**

2 RECYCLING **for a Circular Economy**

3 PRESERVING **Through Water Optimization**

4 REDUCING **Industries Water and Carbon Footprint**

SNF's value chain begins with sourcing key raw materials and monomers that feed its polymer production processes. The Group operates 23 production sites, supported by R&D centers, application laboratories, and regional technical hubs that provide formulation, testing, and technical assistance. Products are distributed globally through subsidiaries and field specialists who support customers in optimizing applications and promoting responsible use.

SNF serves a diverse range of markets, including municipal water treatment, industrial wastewater, mining, oil and gas, pulp and paper, personal care, home care, textiles, construction industries, and agriculture. Its solutions are used to treat water for more than one billion people worldwide and support over half a million industrial facilities. These technologies improve solids-liquid separation, enhance effluent quality, reduce freshwater withdrawals, and lower the energy required for pumping and handling water.

Water scarcity, regulatory pressure, climate change, and industrial efficiency requirements shape the market context in which SNF operates. These challenges increase the need for reliable and effective water-treatment solutions. Through continuous innovation, a strong industrial footprint, and deep expertise in polymer science, SNF maintains its leading position in the global polyacrylamide market, with more than 1,670 kilotons of annual production capacity, 1,297 active patents, and over 150 new products launched each year.

SNF's business model is therefore rooted in water treatment, industrial performance, and resource preservation—contributing to environmental sustainability and long-term value creation.

## SBM-1

WATER TREATMENT
**Municipal & Industrial**

SNF improves clarification, sludge treatment and effluent quality while reducing energy and chemical use.

OIL AND GAS
**Maximizing Oil Recovery**

SNF maximizes oil recovery and optimizes water management through advanced polymer solutions..

MINERAL EXTRACTION
**Mining Performance**

SNF improves metal recovery and tailings management while supporting water recycling.

PULP AND PAPER
**Mill Optimization**

SNF enhances retention, drainage and strength while lowering fiber and energy consumption.

PERSONAL CARE
**Formulation Excellence**

SNF provides rheology modifiers improving texture, stability and product performance.

AGRICULTURE
**Soil & Water Efficiency**

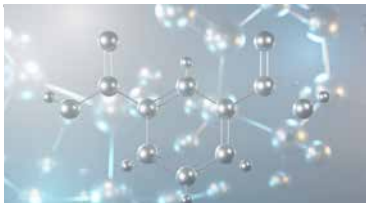
SNF enhances irrigation performance and soil conditioning for sustainable crops.

TEXTILES
**Process Efficiency**

SNF improves textile processing while reducing water, energy and chemical usage.

CONSTRUCTION
**Durable Materials**

SNF enhances concrete workability, strength and long-term durability.



MONOMERS
**Reliable Building Blocks**

SNF supplies high-quality monomers supporting industrial polymer production.

# Global Polyacrylamide Leader

**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.**

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

**21** APPLICATIONS LABS **10** REGIONAL TECHNICAL CENTERS


**9,388** EMPLOYEES

**536** SCIENTISTS & TECHNICIANS

**325** FIELD SPECIALISTS

**€4.6bn** 2025 Turnover

**2025 Breakdown of Revenue by Business**

| 25% | 17% | 25% | 10% | 11% | 4% | 8% |
|---|---|---|---|---|---|---|
| MUNICIPAL WATER TREATMENT | INDUSTRIAL WATER TREATMENT | OIL AND GAS | PULP & PAPER | MINING | MONOMERS PRODUCTION | SPECIALTIES |

SBM-1

Headquarters | Major Sites | Satellite Sites


**World leader in**
**Polyacrylamide**
**Manufacturing**

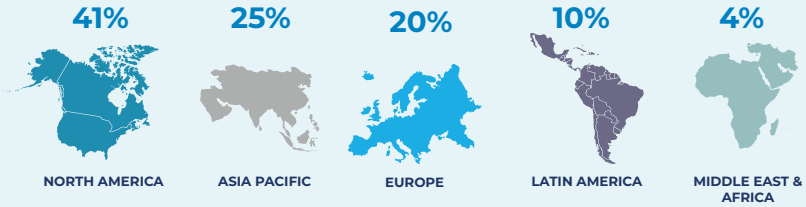
**More than**
**1,670kt**
**Production Capacity**

**More than**
**58%**
**Market Share**

**1,297**
Active Patents

**More than**
**150**
New Products per year

**2025 Breakdown of Revenue by Geography**



# How We Create Value

## Our Resources

### FINANCIAL

Privately Owned Company

**All profit reinvested**

**Over €500M** Capital Expenditure

### INNOVATION

4 R&D Centers Worldwide

21 Applications Laboratories

**536 R&D scientists** worldwide

### OPERATIONS

2,433 GWh Energy Consumption

Responsible Care Management System

**ISO 9001** Management System

### ENVIRONMENT

Net Water Consumption: 3.8 million $m^3$

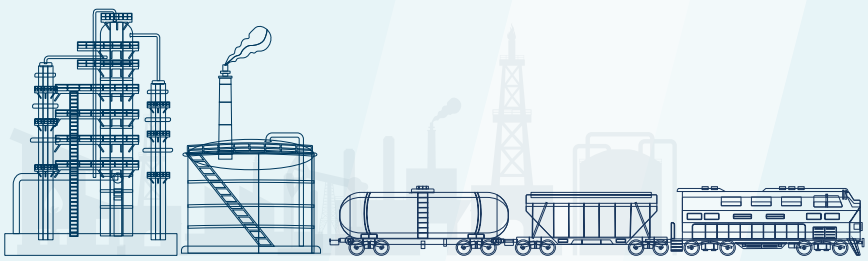
**ISO 14001** Management System

### PEOPLE

**9,388** employees

**22%** of women

**31** different nationalities at SNF headquarters

Raw Material Suppliers, Equipment & Service Suppliers, Investors & Financial Partners

# Our Achievements


## FINANCIAL

**€4.6bn** Turnover

**50,000** Customers

In more than **60** countries

## OPERATIONS

**23** production sites

Production Capacity: **1,670kt**

Work-Related Injuries Rate: **1.13**

Ration of Training Hours Dedicated to HSE: **83%**

## INNOVATION

**1,297** Active Patents

**150** New products per year

**70 Open Innovation Projects**

## PEOPLE

**66%** of women hold managerial positions

Average Training by Employee: **67.89hrs**

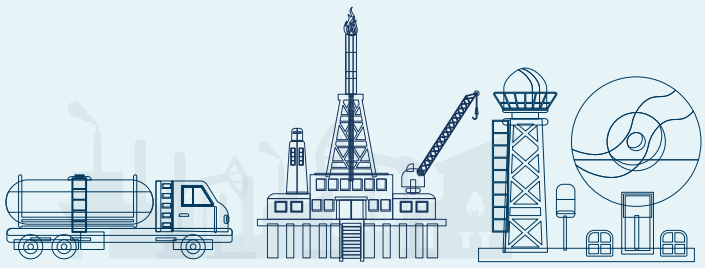
**100% of our employees** are paid above living wage

## ENVIRONMENT

▼**43% Scope1+2** reduction since 2016

▼**8.2% Scope 3** reduction since 2023

**19kt** of Valorized Waste in 2025



Transportation & Logistics, Industrial Customers

# Our Sustainability Strategy

## ACT For Program

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.**

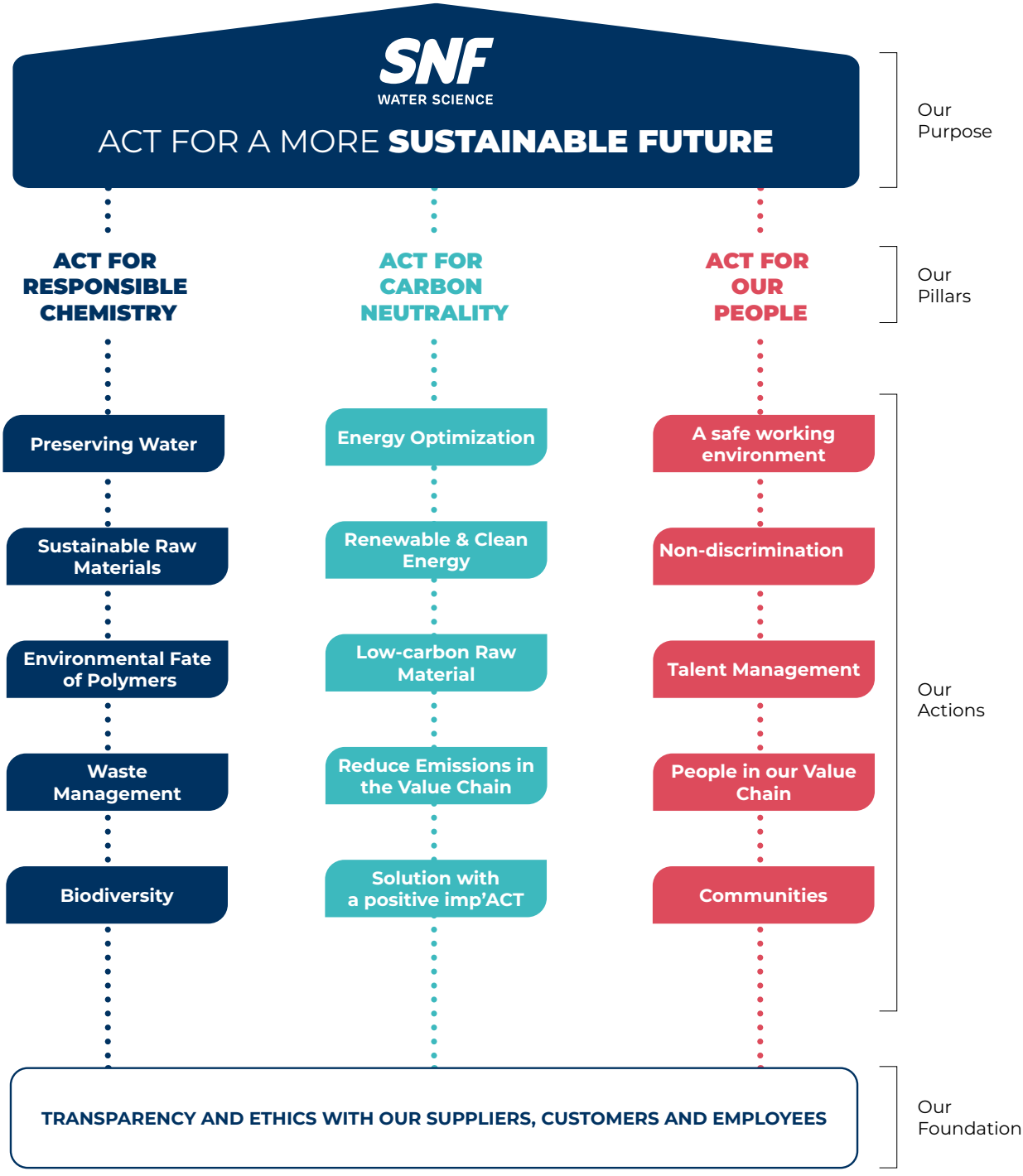
Guided by our purpose, we focus on three strategic pillars that drive our daily operations and long-term goals:

- **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.

**SBM-1**




*Our Act For Program is built on our long-term ambitions and responsibilities as an international industrial group, not solely on the outcome of the double materiality assessment. Even if biodiversity is not currently identified as a material topic at the consolidated level and does not present a significant financial impact, it remains a key consideration in our industrial development projects.*

# Our Commitment and Ratings

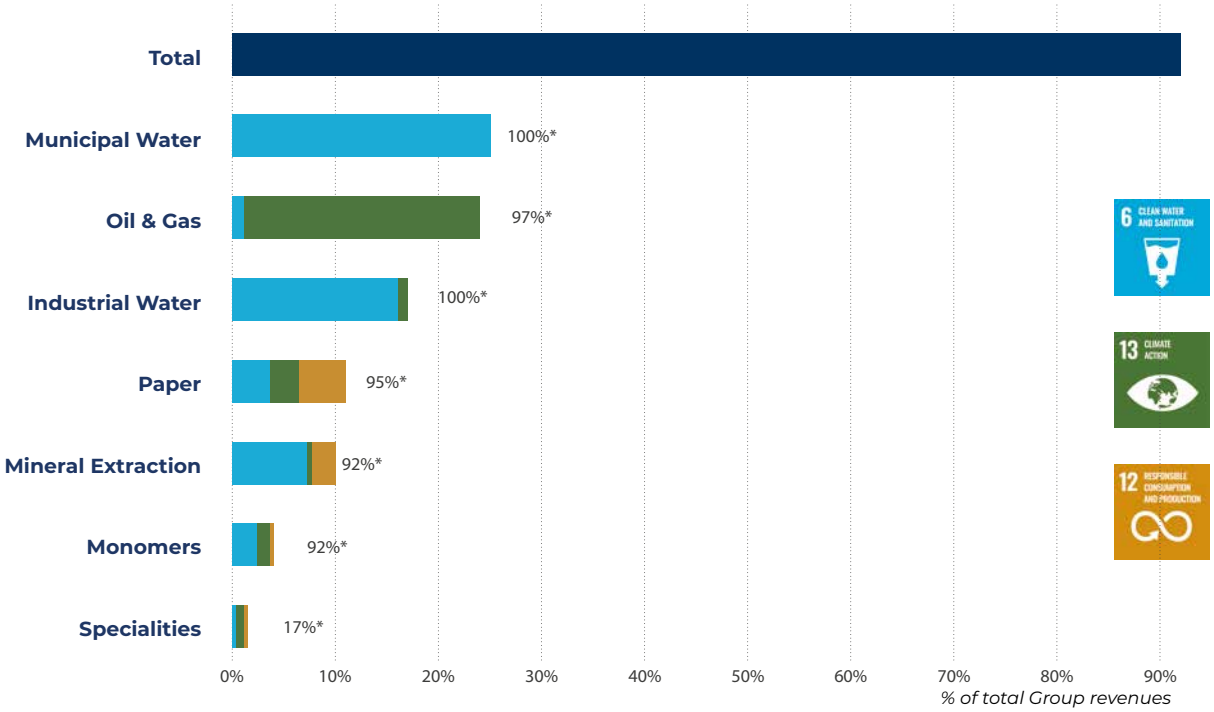
Since 2008, SNF has been progressively integrating the Ten Principles of the United Global Compact into its policies; we have even included some Sustainable Development Goals (SDGs) in our key indicators.

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.”**

## 2025 CONTRIBUTIONS OF SNF REVENUES TO THE UN SUSTAINABLE DEVELOPMENT GOALS




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

## SCORING

**Water: B**
**Climate: B**
2025

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 Medal 87/100**
Oct 2025

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**

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***

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.***

**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.***

# How we Engage with Stakeholders

SNF's business model is closely connected to a broad range of stakeholders, including employees, customers, suppliers, local communities, regulators, and industrial partners. Stakeholder expectations play an essential role in shaping the group's strategic priorities and sustainability commitments.

Engagement occurs through operational interactions, technical support, contracts, community initiatives, regulatory communication, audits, and participation in industry platforms. SNF's ACT FOR program reflects the company's strategic response to stakeholder expectations across responsible chemistry, low-carbon manufacturing, water preservation, diversity and inclusion, product stewardship, and human rights.

Dialogue with stakeholders is a major strategic issue for the company. It is part of the SNF Group's due diligence process, which aims to identify, prevent, and mitigate the potential impacts of its activities throughout the value chain.

SNF participates in global sustainability frameworks, including the United Nations Global Compact, CDP Climate Change, EcoVadis assessments, Responsible Care®, and sector-specific initiatives. These partnerships offer benchmarking, structured feedback, and external validation of SNF's performance. They support continuous improvement and alignment with evolving expectations.

Internal sustainability governance ensures that stakeholder concerns are integrated into decision-making. SNF adjusts its operations and priorities in response to emerging environmental, social, and regulatory developments. This includes strengthening programs related to climate, water, product safety, workplace well-being, and supply-chain responsibility.

Through these mechanisms, stakeholder engagement informs the company's materiality assessment, risk-management processes, and sustainability reporting. It reinforces SNF's commitment to transparency, accountability, and continuous progress.

### Social Stakeholders

*Individuals or organizations having a direct or indirect impact on the company's human or social aspects.*

- Labor authorities (Labor Inspectorate, Labor Court, etc.)
- Employees (permanent, temporary contracts)
- Trade union representatives & Works Council
- Interns and apprentices
- Temporary workers
- Social security bodies (URSSAF, CARSAT, etc.)
- Occupational health services

### Business Relationships

*Individuals or organizations having commercial or financial relationships with SNF.*

- B2B customers (water treatment market)
- Suppliers (raw materials, packaging, equipment, etc.)
- Professional organizations (Chamber of Commerce, etc.)
- Competitors
- Funding bodies (BPI, Chambers of Commerce, State, EU)
- Investors
- Insurance companies
- Subcontractors & service providers
- Legal defense (lawyers, legal advisors)

## Governmental, Supervisory & Regulatory Bodies

*Individuals or organizations that impose regulations, standards, or oversee compliance and company safety.*

- Global organizations (UN, ILO, etc.)

States and their representatives NGOs

- National, international & European authorities
- Certification bodies
- National & international inspection bodies
- Chemical industry collective agreement
- Security services (site security)

## Local & Regional Sphere

*Individuals or organizations close to the company that impact or may be impacted by the company and its activities.*

- Local and regional authorities (municipalities, departments, etc.)
- Local residents
- Local associations
- Employees' families
- Schools & universities
- Fire department
- Activist groups
- The environment (nature)

## Media & Professional Support Sphere

*Individuals or organizations that influence the company's knowledge, visibility, or reputation.*

- Consultants
- Local media
- National & international media
- Social media
- Rating agencies
- Industry journals
- Patent databases

# 02 Strong Governance

## for Reponsible Business

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.

### Roles & Oversight

SNF's governance structure assigns sustainability oversight to the highest levels of leadership. The Board of Directors is responsible for defining long-term strategic orientations, approving major decisions, and ensuring that environmental, social, and governance (ESG) priorities are integrated into corporate strategy.

The Board regularly reviews sustainability matters, including progress on climate objectives, environmental compliance, product stewardship, occupational safety, and supply-chain responsibility. As part of its oversight duties, the Board monitors the alignment of SNF's strategic initiatives with regulatory expectations, stakeholder concerns, and industry trends.

The Chairman & Chief Executive Officer leads the executive management team, which is responsible for implementing the strategy approved by the Board and for overseeing the Group's operational execution. The executive management team ensures that adequate resources, governance processes, and internal controls support SNF's sustainability commitments.

The Corporate Social Responsibility (CSR) and Risk Management functions monitor ESG-related risks, consolidate non-financial information, and provide regular updates to senior leadership and the Board. Subsidiaries apply Group policies at local level, ensuring that ethical, environmental, and social standards are respected across SNF's global operations.

Through this governance system, SNF ensures effective integration of sustainability considerations into strategic decision-making and operational execution.

### Skills, Supervision & Sustainability Information Flow

SNF's Board of Directors possesses the expertise needed to oversee the company's sustainability commitments. Their experience in chemistry, industrial operations, finance, compliance, and corporate leadership enables them to evaluate how environmental, social, and governance matters influence SNF's long-term performance. The Board provides strategic direction and ensures that sustainability considerations are embedded into major decisions. At the same time, the executive management team is responsible for translating these orientations into operational practice across the Group.

SNF maintains structured information flows to ensure that governing bodies receive timely, accurate, and relevant sustainability information. The Corporate Social Responsibility and Risk Management functions monitor environmental, social, and safety performance indicators and consolidate non-financial data across sites. These teams regularly communicate their findings to the Board, enabling the Board to assess progress, identify risks, and support decision-making. These processes are supported by the internal control and validation framework described in SNF's reporting

methodology, ensuring the consistency and reliability of ESG information.

Supervision of sustainability matters includes routine reviews of risk registers, evaluations of environmental and safety performance, compliance analyses, and follow-up on the Group's climate- and sustainability-related objectives. To strengthen internal capabilities, SNF provides ESG awareness and training to employees across regions, ensuring the workforce understands the Group's sustainability strategy and the tools available to support it. Through these governance and supervision mechanisms, SNF ensures that its leadership bodies are equipped with the information and competencies required to fulfil their sustainability oversight responsibilities.

## Sustainability-linked incentive

SNF integrates sustainability expectations into managerial accountability. Although the company does not disclose formal ESG-linked remuneration formulas, sustainability performance is embedded in leadership responsibilities and performance evaluations. Health, safety, and environmental protection remain core components of management oversight, with safety indicators systematically monitored under the "Safety First" culture.

Sustainability topics such as energy efficiency, emissions reduction, responsible resource management, and regulatory compliance are incorporated into management reviews and operational objectives, ensuring that sustainability priorities actively support long-term value creation.

## ESG Governance Structure

### THE BOARD

- Strategic oversight of ESG
- Approval of ESG strategy and commitments
- Review of sustainability risks and performance

### EXECUTIVE COMMITTEE

- Strategic steering of ESG priorities
- Integration of ESG into business strategy
- Validation of objectives and action plans

### GROUP ESG MANAGEMENT

- Coordination of ESG topics
- Double materiality assessment and ESG risk management
- CSRD reporting and regulatory compliance

### SUBSIDIARIES

- Local implementation of ESG policies
- Data collection and reporting
- Execution of sustainability initiatives

# Board Members and Skills

## SNF Group

### PASCAL REMY
**CHAIRMAN & CEO**

Pascal Remy, 65, 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.

**EXPERTISE**
Chemistry | International | CEO | Finance

### LOÏC FAUCHEUR
**CHIEF FINANCIAL OFFICER**

Loïc Faucheur, 48, Chief Financial Officer, graduated from Montpellier SupAgro with a degree in engineering and from AgroParisTech with a Master of Science in Computer Sciences. He began his career in Finance as an auditor with PricewaterhouseCoopers. Mr. Faucheur has over 20 years of experience in finance positions in consulting and Fortune Global 500 corporations (AB Volvo, Casino Group), both in France and in the US. Mr. Faucheur joined SNF in April 2011 as Group Controller and has been appointed Vice President Finance in May 2013 and Group CFO in March 2021.

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Chemistry | International | Finance | CSR

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

René Pich, 85, 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.

**EXPERTISE**
Chemistry | International | CEO

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

John Pittman, 58, 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.

**EXPERTISE**
Chemistry | International | CEO

## CAROLINE DUMOND
**DIRECTOR**

Caroline Dumond, 54, 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.

**EXPERTISE**
Chemistry | CEO | CSR

## RICHARD SAINT-SAUVEUR
**DIRECTOR**

Richard Saint-Sauveur, 75, 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.

**EXPERTISE**
Chemistry | International

## VIRGINIE MALNOY
**CHIEF COMPLIANCE OFFICER**

Virginie Malnoy, 44, 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.

**EXPERTISE**
International | Finance | CSR

## THIERRY LEMONNIER
**DIRECTOR**

Thierry Lemonnier, 72, 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.

**EXPERTISE**
Chemistry | CEO | Finance

03

# What Matters Most

## Double Materiality and Due Diligence

### How We Identify Impacts, Risks & Opportunities

SNF conducts a Double Materiality Analysis (DMA) to identify environmental, social, and governance matters that are significant for both stakeholders and the company's long-term resilience. The DMA covers two dimensions.

**Impact materiality:** SNF's actual or potential impacts on people and the environment.

**Financial materiality:** Sustainability matters that may affect SNF's financial performance, operations, or risk profile.

The methodology includes several steps:

#### Identification

Topics are identified based on internal operational knowledge, environmental and safety monitoring systems, stakeholder expectations, regulatory developments, and international frameworks such as the UN Global Compact and OECD guidelines.

#### Assessment

Each topic is evaluated based on magnitude, likelihood, duration, scale, remediability, and affected stakeholders for impact materiality, and on potential financial implications for financial materiality.

#### Prioritization

Topics are prioritized based on the combined assessment of impact and financial significance. This includes reviewing risk registers, operational dependencies (notably water, energy, raw materials), and the ACT FOR program's strategic pillars.

#### Validation and review

The final list of material topics is validated by senior management. The DMA is reviewed regularly to reflect regulatory evolution, operational changes, and stakeholder expectations.

This methodology ensures alignment among SNF's sustainability strategy, risk management system, and regulatory expectations under the ESRS.

### Embedding ESG in Risk Management & Due Diligence

SNF applies due diligence processes across its operations and value chain to prevent, identify, and mitigate potential adverse impacts on people and the environment. These processes align with international standards, including the UN Global Compact, OECD guidelines, and the Responsible Care® framework.

The Code of Conduct sets expectations for human rights, environmental protection, workplace safety, ethical behavior, and compliance with applicable laws. The Corporate Social Responsibility and Risk Management functions monitor ESG-related risks and escalate findings to the Board.

At SNF, purchasing practices are guided by a commitment to responsibility and transparency. The company regularly assesses supplier risks and maintains an active dialogue with vendors, with particular attention to environmental performance, chemical safety, and working conditions.

Employees, contractors, and even external partners can raise concerns through a secure and confidential whistleblowing channel. This covers issues such as ethics, discrimination, health and safety, environmental impact, or breaches of

**IRO-1 | GOV-4**

regulations. All reports are handled through formal internal processes, and corrective steps are taken where necessary.

Together, these practices help SNF monitor and address environmental, social, and governance risks throughout its operations and broader supply chain.

# Key Impacts, Risks and Strategic Opportunities

SBM-3

**SNF's material impacts, risks, and opportunities (IROs) stem from the link between its business model and global environmental and social challenges. The Double Materiality Assessment identifies climate change, water, pollution, waste, product stewardship, health and safety, working conditions, human rights, and business integrity as the Group's most material topics.**

| ENVIRONMENT | |
|---|---|
| Dimension | Description |
| Material negative impacts | SNF's activities generate direct and indirect negative environmental impacts across the value chain, notably through greenhouse gas (GHG) emissions and other forms of pollution affecting air, water and chemical substances. The Group's operations and downstream industrial uses also contribute to the consumption of natural resources, including energy, water and fossil-based raw materials. |
| Material positive impacts | SNF generates significant positive environmental impacts by providing solutions that enable customers to reduce energy and resource consumption, improve water quality, and implement water treatment and reuse systems. The Group's technologies also support improved resource efficiency, waste reduction and the progressive integration of circular economy principles in downstream industrial processes. |
| Material risks | SNF is exposed to material environmental risks, including financial and operational risks linked to the investments required for decarbonization, pollution reduction and adaptation of industrial sites to regulatory and climate-related constraints. Additional risks include physical climate risks such as extreme weather events and water stress, as well as supply risks affecting raw materials and key resources, exacerbated by geopolitical tensions and increasing resource scarcity. |
| Material opportunities | Environmental challenges represent major strategic opportunities for SNF, particularly through the growth of markets related to water treatment, energy efficiency and environmental solutions. Opportunities also arise from the development of innovative products with a reduced environmental footprint and from strengthened competitive positioning through sustainable offerings that help customers reduce their own environmental impacts. |

| SOCIAL | |
|---|---|
| Dimension | Description |
| Material negative impacts | SNF's activities may generate material negative social impacts, particularly relating to workers' health and safety due to industrial risks, working conditions and exposure to potentially hazardous environments. Additional impacts may arise within the value chain, notably regarding working conditions and social rights of certain suppliers or partners, as well as impacts on local communities linked to industrial nuisances, land use and downstream activities. |
| Material positive impacts | SNF generates material positive social impacts through the creation of sustainable jobs and contributions to employment stability in the regions where it operates. The Group supports skills development, training and employability of employees, provides safe and reliable products and solutions for downstream industrial uses, and contributes to local economic development and the maintenance of social and industrial ecosystems. |
| Material risks | SNF faces material social risks, including occupational health and safety risks that could lead to serious accidents, business interruptions and reputational damage. Human capital risks may arise from difficulties in attracting, retaining and developing key talent. Additional risks relate to social and compliance issues within the value chain, including respect for human rights, as well as reputational risks linked to impacts on local communities or end-users. |
| Material opportunities | Social topics represent strategic opportunities for SNF, notably through enhanced operational performance driven by strong health, safety and employee engagement. Opportunities also include improved employer attractiveness and talent retention, strengthened trust with customers, partners and communities, and competitive differentiation based on responsible social practices and high standards of safety and product quality. |

| GOVERNANCE | |
|---|---|
| Dimension | Description |
| Material negative impacts | The SNF Group operates in more than 60 countries with diverse laws, standards, and practices related to corporate culture, corruption, and bribery. Differences in regulatory frameworks and business practices across jurisdictions may create risks of inconsistent ethical standards or misconduct. In addition, the Group works with a large network of suppliers and subcontractors operating under different legal and cultural environments. Failure to align these practices with SNF's Code of Conduct and anti-corruption standards could lead to compliance breaches and reputational harm. |
| Material positive impacts | Strong governance practices and the promotion of diversity within the Board of Directors and the International Information Committee (IIC) enhance awareness of cultural diversity and regulatory environments in the countries where SNF operates. The establishment of a structured list of approved suppliers and subcontractors, aligned with international regulations and SNF's general purchasing conditions, strengthens responsible business conduct across the value chain. |
| Material risks | Non-compliance by certain suppliers or subcontractors with anti-corruption regulations, bribery laws, or SNF Group internal standards may result in legal sanctions, financial penalties, or damage to the Group's reputation. Governance failures or insufficient oversight mechanisms may also affect stakeholder trust. |
| Material opportunities | Strengthening governance practices offers an opportunity to reinforce stakeholder confidence and enhance SNF's brand image. Demonstrable and transparent procedures for preventing and addressing corruption and bribery within both the Group and its value chain contribute to long-term resilience and competitive differentiation. |

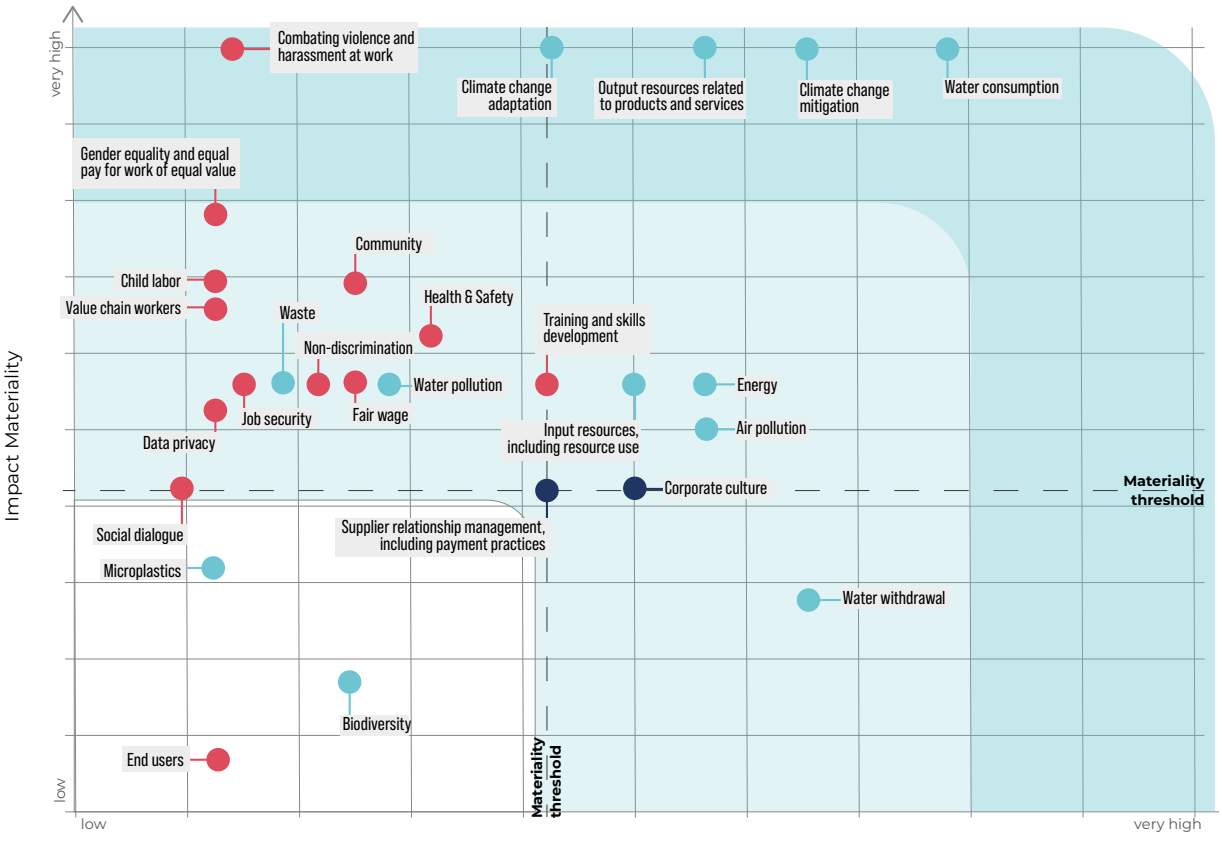
## DOUBLE MATERIALITY ASSESSMENT

The graph below presents the results of SNF's Double Materiality Assessment, illustrating how identified topics are positioned according to their impact materiality and financial materiality. Topics located in the upper-right area represent the Group's most significant priorities.

**Priority material**
*Highest impact and financial relevance*

**Material**
*Above the materiality threshold*

**Below threshold**
*Monitored but not material*



# 04 Policies, actions and targets

## That Drive our Progress


### Policies for Each Material Topic

SNF's sustainability commitments are structured around the ACT FOR program, which establishes the Group's policies for environmental, social, and governance topics.

**Environmental policies** cover water preservation, climate responsibility, pollution prevention, responsible chemistry, chemical stewardship, circular economy principles, waste management, and biodiversity protection. These policies guide operational management, product development, risk assessment, and supplier expectations.

**Social policies** include occupational health and safety, non-discrimination and equal opportunity, talent development, living wage, community engagement, and human rights in the supply chain. These policies establish Group-wide expectations and support safe, respectful, and fair working environments.

**Governance policies** address ethics and compliance, anti-corruption, responsible purchasing, transparency, and data integrity. These policies ensure alignment with regulatory requirements and promote accountability across the organization.

All of the Group's policies are published on the website www.snf.com.

## Actions and Resources Supporting the Policies

SNF implements a wide range of programs to operationalize its sustainability policies:

- **Environmental actions** include site-level energy-efficiency projects, renewable-energy adoption, GHG reduction initiatives, advanced wastewater-treatment practices, circular water systems, responsible chemistry projects, substitution of hazardous substances, sustainable raw-material initiatives, and product stewardship actions.
- **Social actions** include the deployment of the Safety First program, non-discrimination initiatives, global ESG awareness training, living-wage implementation across subsidiaries, community support programs, and supplier social assessments.
- **Governance actions** include compliance audits, ethical-conduct monitoring, risk-management oversight, responsible-purchasing processes, and whistleblowing procedures. Internal governance practices are supported by staff training, internal controls, and the validation mechanisms described in OG-3900A.

Resources supporting these actions include SNF's industrial footprint, R&D network, technical centers, sustainability governance bodies, supplier partnerships, and data-collection systems.

## Objectives, Baselines, and Monitoring

SNF's environmental, social, and governance targets guide the Group's continuous-improvement efforts.

**Environmental targets** include carbon neutrality by 2050, a 15% reduction in Scope 1–2–3 emissions by 2030, improvements in water-management performance, reduced pollutant emissions, increased circularity, reduced waste generation, and increased use of responsible or renewable raw materials.

**Social targets** include zero accidents, full deployment of the living-wage methodology, strengthened inclusion and diversity outcomes, and expanded employee development and training initiatives.

**Governance targets** include maintaining strong ethical conduct, enhancing supply-chain due diligence, and continuing to strengthen transparency, risk management maturity, and responsible purchasing practices.

Progress is monitored through SNF's ESG indicators, internal controls, audits, site-level reporting, and annual sustainability disclosures.


SNF
WATER SCIENCE

# 01 Environment

## Managing Our Impacts

CYNTHIA GARDUNO
GENERAL MANAGER - BM ALLIED CHEMICALS

# We act for **Responsible Chemistry**

### YOUR SITE OPERATES IN AN ENVIRONMENT WHERE WATER AVAILABILITY IS A GROWING CONCERN. HOW ARE YOU MANAGING WATER USE WHILE MAINTAINING PRODUCTION PERFORMANCE?

Water consumption is definitely a global concern, and our commitment is to ensure that every liter of water that enters our plant is treated properly. Firstly, water audits identify where water is used, how much is consumed, and where inefficiencies and leaks occur. Recycling and reuse systems. For example, we use tank-washing water for production batches, as well as boiler and cooling tower wastewater. We invest in efficient cleaning systems and water-saving boilers. And most importantly, we cultivate a culture of water conservation among employees. This involves training every member of our staff on the importance of efficient water use.

### ENERGY CONSUMPTION AND OPERATION EFFICIENCY ARE INCREASINGLY IMPORTANT FOR MANUFACTURERS. WHAT ACTIONS HAVE YOU TAKEN TO IMPROVE ENERGY PERFORMANCE OR REDUCE COSTS?

One of the most significant actions to reduce energy costs has been investing in on-site production projects for high-consumption chemicals at paper mills. These types of developments have a major impact on reducing the plant's logistics and energy costs.

### HOW IS YOUR SITE EMBRACING CIRCULARITY – FOR EXAMPLE, THROUGH MATERIAL REUSE, EFFLUENT RECOVERY, OR PROCESS OPTIMIZATION?

At BM ALLIED CHEMICALS, we focus daily on process optimization and material reuse. Currently, we are reusing 75% of the incoming bulk bins and packaging pallets. We are committed to increasing packaging efficiency and following its footprint.

### WHAT LOCAL PARTNERSHIPS OR INNOVATION PROJECTS ARE HELPING YOU STAY COMPETITIVE AND SUSTAINABLE IN THE PULP AND PAPER SECTOR?

SNF's new technology for on-site-manufactured products has opened another business landscape, enabling us to be competitive and sustainable in a market where innovation and savings are constantly sought. This technology allows us to produce certain liquid solutions directly at the customer's site through a modular, plug-and-play installation.

By eliminating water transport, we significantly reduce logistics, fuel consumption, and $CO_2$ emissions per ton of product. Shorter supply chains also mean energy savings and reduced environmental impact.

This model combines sustainability and competitiveness while delivering the same high level of quality and performance expected by the pulp and paper industry.

### HOW DO YOU ENGAGE YOUR TEAMS AROUND ESG GOALS, PARTICULARLY IN A MANUFACTURING CONTEXT WHERE SAFETY AND RELIABILITY ARE TOP PRIORITIES?

Engaging manufacturing teams around ESG goals requires integrating these objectives into existing priorities, such as safety and reliability, rather than treating them as separate initiatives. Key strategies involve clear communication, providing tangible examples, and empowering employees to contribute. For example, reducing waste and optimizing energy usage often leads to a cleaner, safer, and more reliable working environment by minimizing hazards and operational disruptions.

### LOOKING AHEAD, WHAT WILL BE YOUR MAIN AREAS OF FOCUS TO STRENGTHEN BOTH ENVIRONMENTAL PERFORMANCE AND BUSINESS CONTINUITY?

In line with our ACT for Sustainability program — and particularly our commitment to We Act for Responsible Chemistry — we will continue to prioritize safer, more efficient processes and responsible resource management to ensure long-term resilience and performance.

# 1.1 Climate Change

## Managing Climate-related Impacts

SNF's climate strategy is centered on reducing greenhouse gas emissions across Scopes 1, 2, and 3 while supporting customers in their own environmental transitions. Climate-related priorities and actions are integrated into the ACT FOR program and aligned with the company's long-term target of carbon neutrality by 2050.

### GHG Scopes 1–2–3, intensities

SNF monitors and reports greenhouse-gas emissions from its global operations, including:

- **Scope 1:** Direct emissions from fuel and onsite energy generation.
- **Scope 2:** Indirect emissions from purchased electricity and steam (market-based and location-based).
- **Scope 3:** Indirect emissions across the value chain, including raw materials, transportation, product use, and end-of-life.

Scope 3 emissions represent the majority of SNF's climate footprint, as is typical in the chemical sector.

Raw materials, packaging, and external services (Scope 3.1) constitute the largest share of SNF's total emissions. SNF collaborates with suppliers to collect primary emissions data and improve the accuracy of its value-chain assessments. This engagement supports SNF's Scope 1–2–3 reduction target of −15% by 2030.

Emissions are consolidated annually in accordance with the GHG Protocol Corporate Standard and relevant chemical-sector guidance.

### Targets

SNF has set the following climate objectives:

- Carbon neutrality by 2050
- −15% reduction in Scope 1, 2, and 3 emissions by 2030 compare to 2023

These targets guide investment planning, R&D priorities, and operational decisions across all regions.

### Energy & intensity; renewable electricity

Energy consumption is closely monitored across all major manufacturing sites. SNF implements:

- energy-optimization programs,
- process improvements to reduce steam and electricity use,
- local renewable-energy sourcing when available,
- deployment of best-available technologies for heating, cooling, and polymerization steps.

Improvements in energy efficiency reduce operational costs, strengthen resilience to price volatility, and contribute to emissions reductions.

### Internal carbon price, climate risks & opportunities

SNF integrates climate-related risks and opportunities into its strategic and operational planning.

Risks include:

- exposure to more stringent climate regulation,
- energy-price volatility,

- supply-chain risks linked to emissions requirements,
- physical risks such as water scarcity and extreme weather events.

Opportunities include:

- growing demand for low-carbon and energy-efficient products,
- increasing customer requirements for Scope-3 reduction,
- development of renewable or circular raw materials,
- adoption of advanced water-treatment technologies with climate-positive effects.

SNF uses an internal carbon price to evaluate investment options and guide resource-efficiency initiatives.

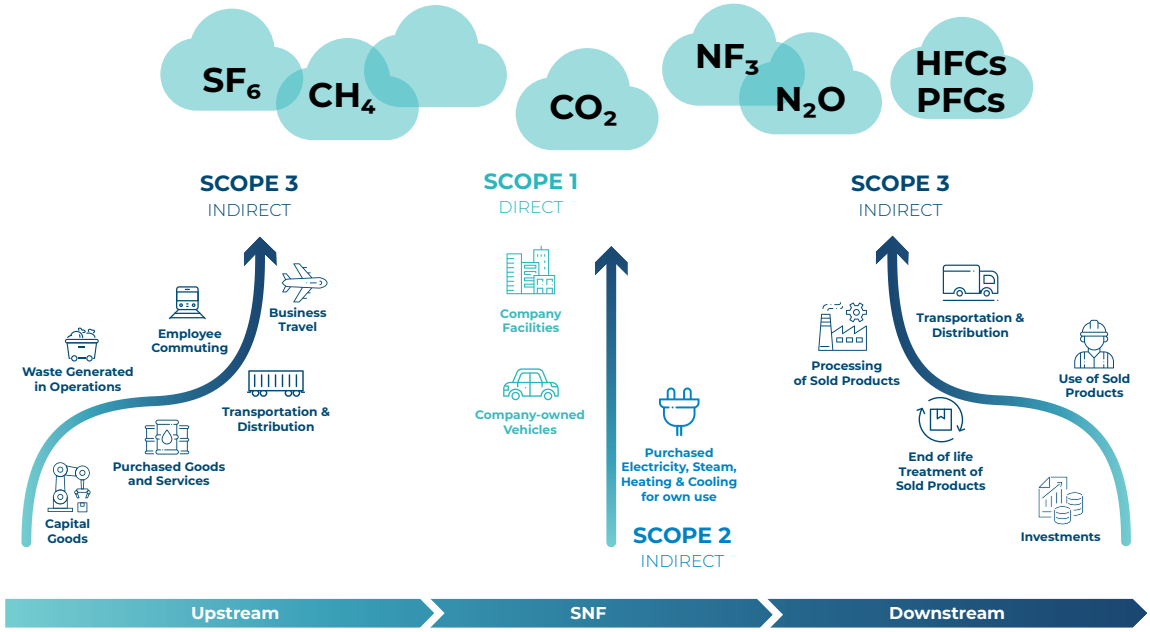
**CLIMATE**

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

↘ **9.41 Mt $CO_2$**
Scopes 3

**TARGET 2030 : -15%**
reduction in Scope 1, 2, and 3 emissions compare to 2023

## Full Understanding of our Greenhouse Gas Emissions



# Transition Plan

## Our pathway to net zero

SNF's climate transition plan focuses on four priority areas:

### Decarbonizing raw-material sourcing

SNF promotes the use of low-carbon raw materials, including bio-based, circular, and sustainably produced feedstocks. These materials reduce upstream value-chain emissions and enhance SNF's contribution to responsible sourcing practices.

### Sustainable transportation & logistics

SNF encourages multimodal logistics (rail + road) to lower emissions associated with product and raw-material transportation.

The company also promotes alternative fuels, such as biodiesel and LNG, to further reduce transportation-related emissions.

### Supplier engagement for decarbonization

Through responsible purchasing programs and platforms such as EcoVadis, SNF evaluates suppliers' climate strategies, emissions management approaches, and improvement plans.

This engagement supports the collection of more accurate emissions data and fosters joint decarbonization opportunities across the value chain.

### Positive impacts & avoided emissions (Handprint )

SNF enables climate-positive impacts by helping customers reduce water pumping, energy consumption, and associated $CO_2$ emissions through:

- improved water recycling,
- enhanced process efficiency,
- reduced chemical and resource use,
- closed-loop water systems.

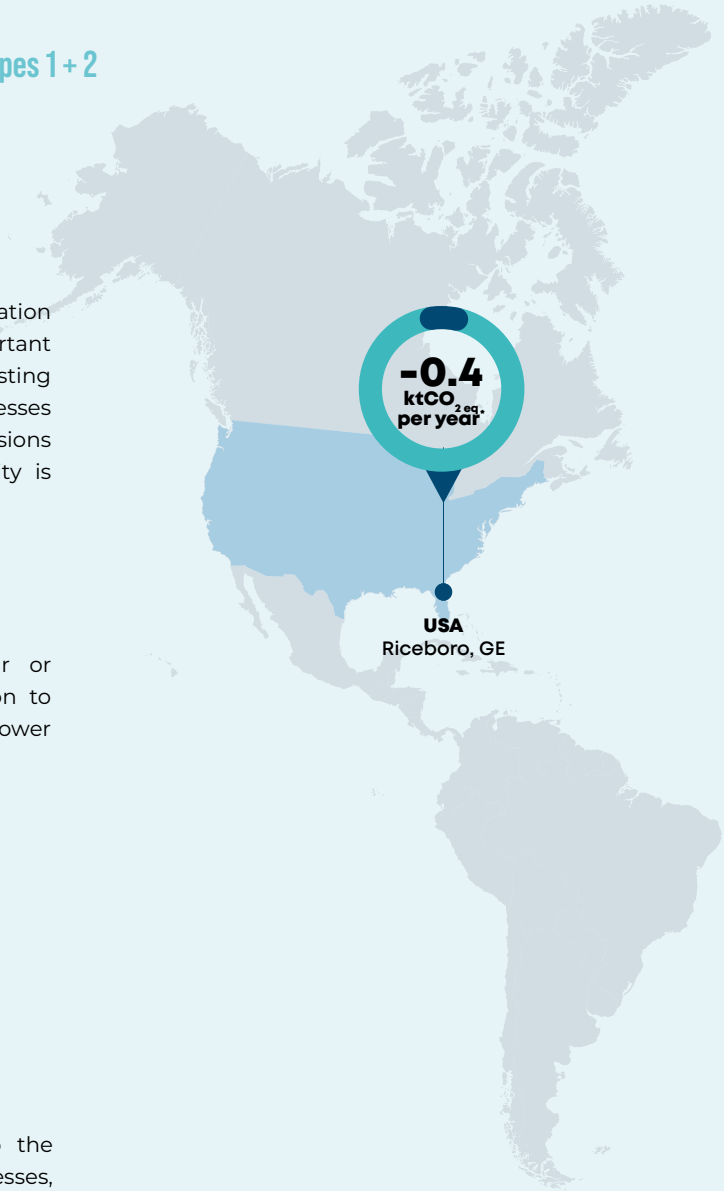
SNF refers to these positive outcomes as its "Handprint", complementing the traditional carbon footprint.

This handprint represents avoided emissions and water-efficiency gains enabled during product use.

While these benefits do not reduce SNF's Scope 1–2–3 footprint, they create real environmental benefits for customers and communities.

# #We ACT for Carbon Neutrality

## 2023-2025 - SNF Decarbonization 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.

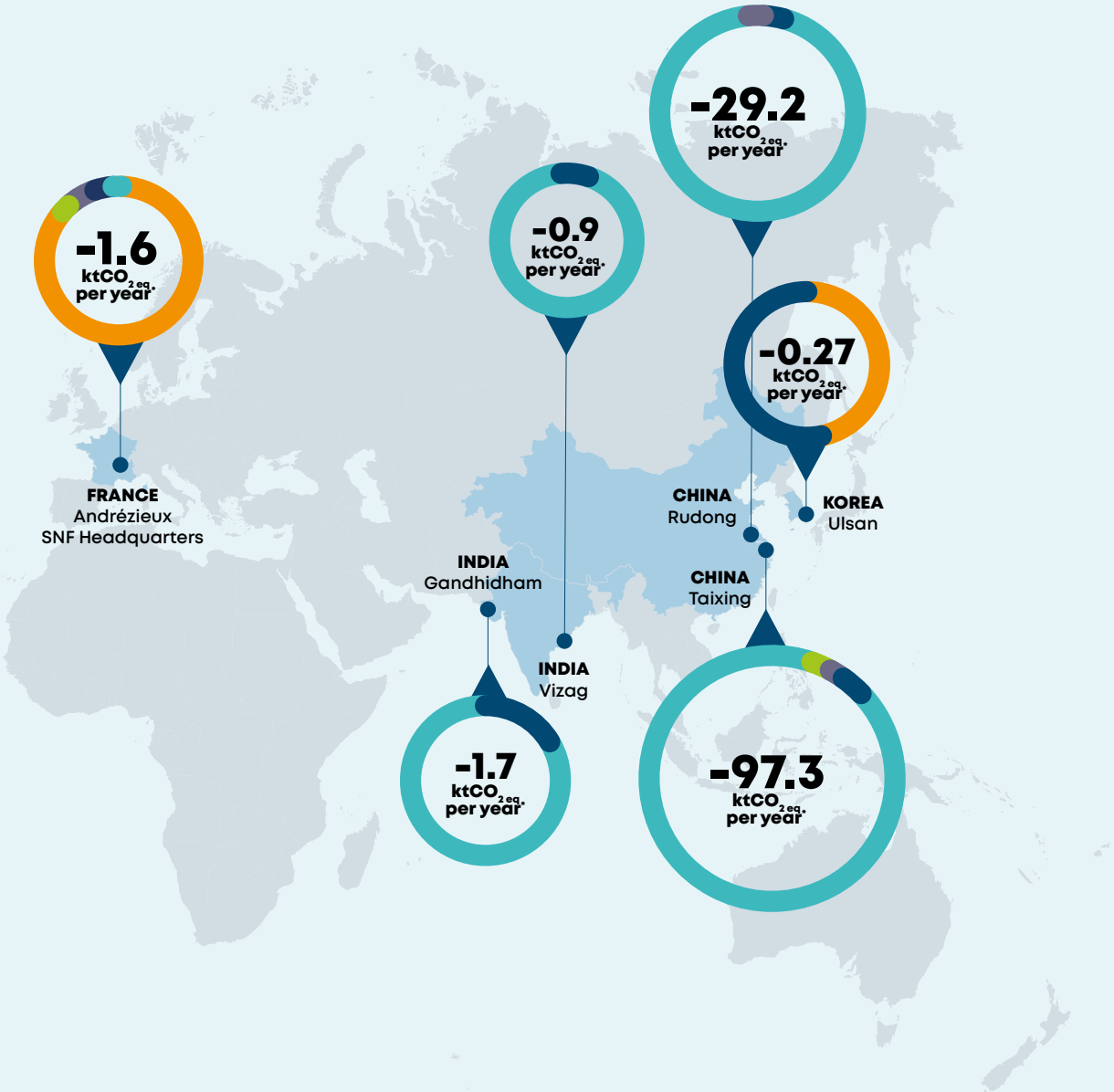
### Energy Efficiency

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




**17**

New decarbonization projects in our facilities in 2025

**-131 kt $CO_{2\ eq}$**

Scopes 1 & 2 emissions reduction from production sites in 2025

** on average per year from 2023 to 2025*

1.2

# Sustainability by Design

## Designing Chemistry for Long-Term Impact

At SNF, sustainability is integrated from the earliest stages of product development. Our approach to "Sustainability by Design" ensures that environmental considerations are embedded into molecular structure, process engineering, and lifecycle evaluation.

Rather than treating sustainability as an adjustment at the end of production, we incorporate it upstream — during research, formulation, and raw-material selection. This approach enables us to reduce environmental impacts at the source while maintaining performance and reliability across industrial applications.

### Responsible Chemistry as a Foundation

Our Responsible Chemistry Policy guides this approach across the value chain — from sourcing greener raw materials to designing polymers that improve biodegradability and operational efficiency.

We progressively transition from traditional fossil-based inputs toward more sustainable alternatives with reduced environmental footprints. Throughout product development, we aim to exceed regulatory standards and apply green-chemistry principles that minimize ecological impact.

### Environmental Fate of Polymers

Understanding and improving the environmental fate of our polymers is a key component of Sustainability by Design. SNF takes a comprehensive approach based on extensive literature reviews and structural evaluations to understand how polymers behave across different environmental contexts.

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

Depending on the context of use, environmental fate may differ, for example:

- **Enhanced Oil Recovery (EOR):** polymers are mostly sequestered in geological formations.
- **Personal Care:** polymers such as SNF's Natursol® ML serve as rheology modifiers, offering superior biodegradability and undergoing rigorous testing such as OECD 301F to ensure compliance with global biodegradability standards.
- Polymers are utilized in **sludge treatment**, contributing to efficient solid-liquid separation and enabling water recycling.

### White Biotechnology & Process Innovation

Sustainability by Design also includes expanding the use of white biotechnology. SNF increasingly integrates enzymes and biological pathways to enhance polymerization efficiency and reduce waste generation, while improving energy performance compared to conventional synthesis.

Our primary monomer, acrylamide, is produced through enzymatic processes, significantly reducing energy use and emissions relative to traditional chemical routes.

## Reducing Hazardous Substances

Designing sustainable products also means minimizing hazardous substances wherever feasible.

We prioritize the reduction and substitution of hazardous substances during product design.

Recent innovations include:

- paraben-free polymers,
- VOC-reduced liquid polymers using plant-based feedstocks,
- phosphorus-free scale inhibitors to mitigate eutrophication,
- improved biodegradability and environmental-fate profiles.

## Maximizing Resource Efficiency

Guided by atom-economy principles, SNF continuously optimizes polymerization processes to improve the incorporation of raw materials into final products. Higher atom efficiency reduces waste generation and lowers environmental impacts associated with disposal.

## Research & Collaboration

Sustainability by Design is supported by strong R&D capabilities and global collaboration.

By partnering with academic institutions and industrial experts, we accelerate innovation and develop high-performance solutions aligned with evolving environmental expectations.

# 1.3 Product Stewardship

## Managing Products Responsibly Across Their Lifecycle

Product Stewardship is a central pillar of SNF's Responsible Chemistry approach. It ensures that environmental, health, and safety considerations are systematically integrated throughout the entire product lifecycle — from raw-material sourcing and design to manufacturing, customer use, and end-of-life.

SNF's Product Stewardship framework combines regulatory compliance, risk assessment, and continuous improvement to guarantee that products are developed, produced, and handled responsibly across global markets.

### Lifecycle Risk Assessment

SNF conducts chemical risk assessments across the product lifecycle to identify potential impacts on human health and the environment. These evaluations consider:

- intrinsic substance properties,
- exposure scenarios,
- regulatory classification,
- downstream application conditions.

Risk assessments are updated in line with evolving scientific knowledge and regulatory developments.

Where applicable, SNF applies substitution principles to reduce or eliminate hazardous substances. Substances of Very High Concern (SVHC) are actively monitored, and carcinogenic, mutagenic, or reprotoxic (CMR) substances are replaced whenever technically and economically feasible.

### Regulatory Compliance & Monitoring

SNF ensures compliance with international chemical regulations, including REACH and other applicable regional frameworks.

Compliance mechanisms include:

- systematic review and update of Safety Data Sheets (SDS),
- hazardous-substance management procedures,
- regulatory watch and monitoring systems,
- internal compliance audits across production and R&D,
- lifecycle-based product evaluations.

These processes ensure that products meet regulatory requirements in all markets where SNF operates.

## Customer Transparency & Responsible Use

SNF supports customers in the safe and responsible use of its products by providing clear technical documentation, updated Safety Data Sheets, and regulatory guidance.

Customer engagement forms part of Product Stewardship. SNF collaborates with industrial partners to ensure that product applications align with environmental, safety, and performance standards.

Through participation in the Responsible Care® initiative, SNF promotes safe chemical management practices globally and contributes to industry-wide improvement in product stewardship standards.

Product Stewardship also encompasses customer health and safety considerations. Before market introduction, products undergo regulatory and safety evaluation to ensure compliance with applicable requirements. SNF monitors product-related risks throughout their commercial lifecycle and addresses any safety concern through structured internal procedures.

## Continuous Improvement

Product Stewardship is embedded within SNF's quality and environmental management systems. Continuous monitoring, internal audits, and corrective-action processes ensure that product-related risks are proactively managed and that improvements are systematically implemented.

By integrating compliance, transparency, and risk management into everyday operations, SNF reinforces its commitment to responsible chemical management across its global footprint.

# 1.4 Controlling Pollution

## Air, Water, and Soil

SNF's activities involve the handling, transformation, and use of chemical substances that may generate emissions to air and water. Pollution prevention is an essential part of the Group's sustainability commitments and is integrated across product development, manufacturing, and downstream use. SNF's approach is aligned with its Responsible Chemistry Policy and Product Stewardship principles and supports customers in meeting increasingly stringent environmental requirements.

### Air emissions

SNF monitors key atmospheric emissions associated with polymer production processes, including volatile organic compounds (VOCs), nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), and hazardous air pollutants (HAP). Emissions are tracked in accordance with local permits and regulatory frameworks.

Where needed, SNF deploys air-emission control technologies such as:

- gas scrubbers,
- filtration systems,
- vapor recovery systems,
- optimized ventilation and containment.

Continuous-improvement initiatives focus on process optimization, reducing volatile components in liquid polymers, and substituting substances that contribute to air emissions.

### Water pollutants

SNF generates industrial wastewater streams that vary by site and production activity. The Group monitors and reports key water-pollution indicators such as:

- Chemical Oxygen Demand (COD)
- Total Organic Carbon (TOC)
- Adsorbable Organic Halides (AOX)
- Nitrogen and other nutrient parameters
- Suspended solids (SS)

Effluent treatment systems—including biological treatment, physico-chemical separation, and advanced filtration—are implemented to ensure full compliance with local discharge requirements.

SNF also helps industrial and municipal customers reduce pollutant loads through high-performance polymer solutions that significantly enhance clarification, sludge dewatering, and contaminant removal.

### Exceedances, spills, incidents

SNF maintains environmental-management systems that track compliance incidents, including permit exceedances, accidental releases, and chemical spills. Site-level emergency response plans are in place to prevent environmental impacts and ensure rapid remediation when needed.

- Preventive actions include:
- routine inspections and monitoring,
- equipment maintenance and replacement programs,
- staff training on environmental protection,
- incident-analysis and corrective-action processes.

ESRS E2

## Prevention measures & control systems

Pollution prevention is embedded in SNF's manufacturing culture and supported by:

- Responsible Chemistry Policy
- Product Stewardship program
- Hazardous-substance management procedures
- Compliance audits across production and R&D
- Safety Data Sheet (SDS) review and improvement
- REACH compliance, SVHC monitoring, and CMR-substitution principles
- Lifecycle-based product evaluations

These measures ensure the safe handling of chemicals, the reduction of hazardous substances, and improved environmental safety across SNF's global footprint.

## Responsible Chemistry Policy

SNF's Responsible Chemistry Policy drives innovation across the value chain—encompassing sustainable sourcing, product design, and careful management of chemical substances. SNF evaluates chemical risks throughout the product lifecycle, integrates eco-design principles into product development, and prioritizes reducing or substituting hazardous substances.

SNF's chemical-risk assessments address human health and environmental impacts, ensuring compliance with evolving regulations. This includes monitoring substances of very high concern (SVHC), substituting carcinogenic, mutagenic, or reprotoxic (CMR) substances wherever feasible, and implementing mitigation strategies when substitution is not possible.

SNF actively participates in the Responsible Care® initiative, promoting safe chemical management globally. Innovations include:

- paraben-free polymers,
- VOC-reduced liquid polymers using plant-based feedstocks,
- phosphorus-free scale inhibitors to mitigate eutrophication,
- improved biodegradability and environmental-fate profiles.

Together, these efforts strengthen SNF's ability to prevent pollution, enhance water and air quality, and support compliance for both SNF and its customers.

# 1.5 Protecting Water Resources

## Improving Water Efficiency and Stewardship

Water is central to SNF's purpose and business model. The Group develops water-treatment polymers and technologies that reduce water consumption, improve wastewater quality, and support circular-water systems in industrial and municipal applications. Water management is therefore material for SNF both operationally and strategically.

The SNF Group has formalized a water policy, which is integrated into its environmental strategy. This policy aims to reduce unit water consumption, reuse effluents internally, and protect resources in areas of water stress (in accordance with European directives, in particular Directive 2000/60/EC, and SDG 6 of the Global Compact).

This section covers water withdrawals, consumption, discharges, quality, exposure to water stress, and SNF's contribution to water reuse and circularity.

### Preserving Water

SNF's solutions support more efficient water use across multiple applications. Industries face increasing pressure to manage water scarcity, reduce consumption, and meet stricter regulatory requirements. SNF provides technologies that help customers reduce operational water footprints, recover valuable resources from wastewater, and optimize water cycles at every stage of their process.

Water is a critical resource for industrial production, and its efficient use is both an environmental and economic priority. SNF contributes by delivering polymers and equipment that improve clarification, sludge dewatering, and recycling performance in municipal and industrial systems.

These contributions generate avoided water withdrawals and reduced energy consumption, reinforcing SNF's positive impacts on water resources.

ESRS E3


Drinking Water Treatment
Industrial Water & Wastewater Plant
Municipal Wastewater Treatment Plant

# Our Water Footprint

## Understanding and Reducing our Water Impact

### Withdrawals, consumption, intensities

#### Water as a Solvent

Water is essential to our manufacturing processes and is deliberately chosen as a 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.

SNF monitors water withdrawals and consumption across its major production sites worldwide. Water is used in several stages of polymer production, including raw-material handling, heat-exchange systems, cleaning operations, and formulation processes.

Site-level water-efficiency programs aim to reduce the volume of freshwater withdrawn and increase internal recycling or reuse wherever technically feasible.

The Group measures:

- Total water withdrawals,
- Water consumption,
- Water intensity metrics,
- Breakdown of withdrawals by source (surface water, groundwater, municipal supply),
- Discharge flows,
- Effluent quality parameters.

### Water-stressed areas

SNF assesses the geographic exposure of its operations to water-stressed regions. Sites located in such areas implement additional monitoring and mitigation actions, including:

- improved monitoring of withdrawals and discharge quality,
- local water-efficiency initiatives,
- enhanced dialogue with regulators and local stakeholders,
- contingency and continuity measures during periods of reduced availability.

Understanding water-stress exposure informs SNF's operational planning and strengthens the resilience of its facilities.

### Effluent quality

SNF monitors the quality of industrial wastewater at all major sites, applying parameters such as:

- Chemical Oxygen Demand (COD),
- Total Organic Carbon (TOC),
- Nitrogen compounds,
- Suspended solids,
- AOX (when applicable),
- Other parameters required by operating permits.

Wastewater is treated using processes including:

- biological treatment,
- physico-chemical separation,
- filtration,
- advanced clarification methods through SNF polymers.

Compliance with discharge permits is strictly monitored. Continuous-improvement efforts aim to reduce pollutant loads and improve treatment efficiency.

# Reuse and recycle water

SNF implements and promotes technologies that support circular water management. These include:

- reuse of treated effluent within the production cycle,
- closed-loop or near-zero-liquid-discharge (ZLD) systems at selected sites,
- reduction of water losses in processes,
- optimized separation and dewatering technologies that minimize water content in waste streams.

SNF's polymers enable municipalities and industrial customers to:

- improve water reuse,
- close loops in industrial processes,
- reduce dependence on freshwater withdrawals,
- decrease energy consumption related to pumping and transporting water.

These benefits contribute to positive environmental impacts and are integrated into SNF's strategic approach to circular water.

## WATER

**-5%**

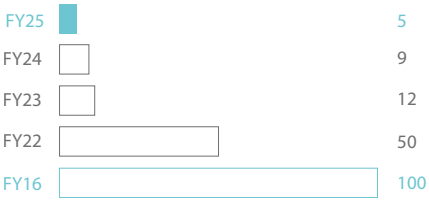
Waste water volume vs. 2024

**-40%**

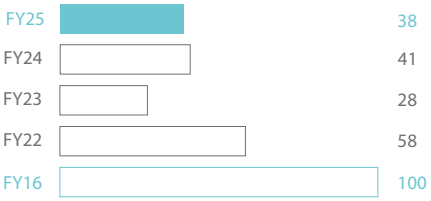
COD (Chemical Oxygen Demand) of Released Water vs. 2024

**TARGET 2030 : -20%**
reducing Net Water Consumption

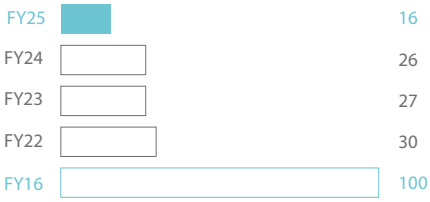
### SUSPENDED SOLIDS IN RELEASED WATER




### NITROGEN CONTENT OF RELEASED WATER




### COD (CHEMICAL OXYGEN DEMAND)



# 1.6 Toward Circularity

## And Resources Efficiency

SNF's approach to resource use and circularity is rooted in the long-standing optimization of its polymer production processes and in the continuous search for solutions that reduce the environmental footprint of raw materials, intermediates, and final products. Resource efficiency, waste reduction, and the use of more sustainable feedstocks are essential components of SNF's industrial strategy and reflect the company's commitment to responsible chemistry.

### Waste

SNF manages waste, intending to minimize generation at the source and increase recovery whenever possible. Waste streams vary across the Group's industrial footprint but typically include packaging, off-spec materials, sludges, and process-derived residues. In all facilities, waste is tracked and handled in accordance with local regulatory requirements and internal environmental-management standards.

Hazardous waste accounts for only a limited share of total waste generated, and SNF works to reduce this proportion by substituting hazardous substances, improving formulation processes, and optimizing reaction yields. Non-hazardous waste is managed with a focus on recycling and recovery, including partnerships with specialized waste-treatment companies and the reuse of certain materials within SNF's own operations when technically feasible. Internal retreatment systems help reduce waste volumes by reprocessing specific polymer batches that no longer meet specifications, thereby avoiding disposal and supporting more circular production practices.

The Group continues to improve waste performance by enhancing its monitoring systems, refining process controls, and applying lessons from environmental audits.

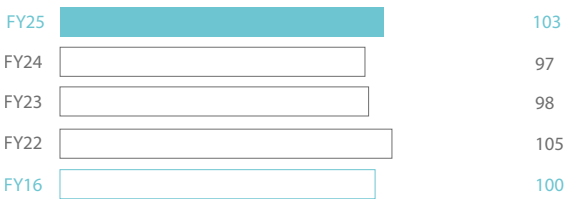
ENVIRONMENT

**19kt**

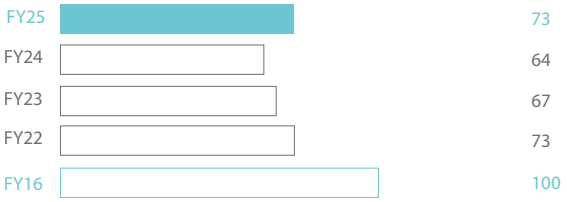
of valorized waste

TARGET 2026 : +3%

**NON-HAZARDOUS WASTE**




**HAZARDOUS WASTE**



ESRS E5

## Circularity, mass-balance, bio-based share

SNF advances circularity through the selection of materials, the design of production pathways, and the use of certified approaches that incorporate renewable content into existing chemical value chains. A central pillar of this strategy is the application of mass-balance principles, which allow renewable feedstocks such as bio-naphtha, pyrolysis oil, or biogas to be introduced upstream in the value chain while ensuring that corresponding renewable content is allocated to finished products under ISCC+ certification. This method supports an incremental transition away from fossil-based raw materials without disrupting production stability or product performance.

In parallel, SNF is expanding its use of bio-based raw materials derived from biomass, carbohydrates, or other renewable sources. These raw materials are selected based on sustainability criteria, including their contribution to avoided emissions, their traceability, and the absence of negative impacts on land use, food security, or ecosystems. Bio-based content is incorporated progressively, with rigorous evaluation by procurement, QHSE, and R&D teams to verify environmental benefits and ensure chemical performance remains consistent with customer requirements.

# Showcasing our Actions

**Throughout 2025, SNF subsidiaries converted environmental management into a driver of operational excellence. Actions focused on cutting emissions, expanding circular resource flows, reinforcing water stewardship, and improving energy efficiency—fully aligned with the Group's ambition to decarbonize and operate sustainably.**

SNF BRAZIL

## Zero Landfill

SNF Flopam Brazil ensures that solid production waste is systematically directed toward recycling, co-processing, or reuse pathways, avoiding disposal to landfill. This approach reflects the integration of circular economy principles into site operations and demonstrates SNF's commitment to minimizing environmental impact while maximizing value recovery from waste streams.

SNF CHINA

## Process Waste Reduction

Taixing added an LPAM acidification step to the production process. Result: a clear reduction in LPAM waste, a significant decrease in GEL waste, and a notable drop in hazardous waste per ton produced. Why it matters: a simple process change delivered cleaner production and reduced treatment needs — further proof that operational innovation directly accelerates decarbonization and efficiency gains.

SNF INDONESIA

## Renewable Electricity Certificates

The site retired hydro-based Renewable Energy Certificates (RECs) to cover part of its electricity use. Why it matters: RECs complement efficiency initiatives and on-site renewables where local constraints exist, helping improve the electricity mix in the near term.

SNF CHINA

## VOC & NOx Reduction

Taixing upgraded air-treatment equipment (e.g., RTO/VOX TO) and strengthened process controls. Result: a substantial year-over-year reduction in VOC emissions and a clear decrease in NOx emissions. Why it matters: targeted investments delivered significant, verified emission reductions, directly supporting the Group's environmental commitments.

SNF USA

## Water Stewardship

US sites separated stormwater from process water and optimized reactor hot-water systems by adding a holding tank. Result: significant annual water savings and a reduction in regulated effluent volumes. Why it matters: practical water-efficiency measures strengthen operational resilience and regulatory compliance while also reducing operating costs.

SNF GANDHIDHAM, INDIA

## Renewables & Efficient Lighting

Gandhidham operated hybrid wind and solar assets and replaced conventional lighting with LED systems, generating substantial energy savings across the upgraded areas. Why it matters: combining on-site renewable energy with efficiency improvements reduces both energy costs and associated emissions.


SNF

02

# People & Society

## How we Create Positive Social Impact

We are SNF
Empowering our People
Fair Labor Practices in our Value Chain
Creating Positive Local Impact
We Act for our People

# 2.1 We are SNF

**SNF's workforce is central to the company's ability to operate safely, innovate and support its customers across the world. The Group employs a diverse community of professionals working in production, research, commercial activities and support functions across its global footprint. As SNF continues to grow, maintaining fair employment conditions, protecting employee well-being and ensuring equal opportunities remain essential pillars of its social commitments.**


▲ **+6%** compared to 2024

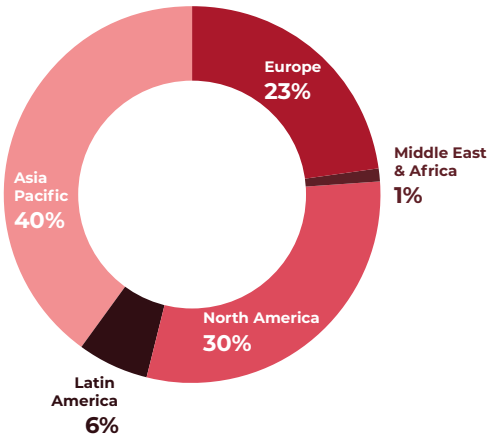
**9,388**

Employees worldwide in 2025

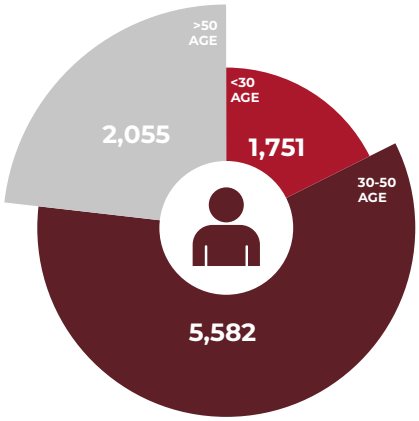
**22%**

Women at SNF

## EMPLOYEE BREAKDOWN BY REGION




## EMPLOYEE BREAKDOWN BY AGE



2.2

# Empowering our people

## Developing skills and engagement

### Employment

SNF monitors key employment indicators across all regions, including total headcount, contract types, turnover and internal mobility. The Group relies on a mix of permanent and temporary contracts, reflecting both long-term industrial stability and the operational flexibility required in specialty chemical manufacturing. Turnover is monitored to identify trends, anticipate workforce needs and ensure adequate succession planning. SNF aims to provide stable, long-term employment opportunities wherever possible, with a focus on supporting skills retention, expertise development and organizational continuity.

### Health & safety

Safety remains SNF's highest priority. The Group's "Safety First" culture shapes behavior and decision-making at every level of the organization. Safety performance is monitored through indicators such as Total Recordable Incident Rate (TRIR), Lost Time Incident Rate (LTIR) and Process Safety Events (Tier-1/Tier-2), reflecting both occupational and process risks. All SNF sites follow structured prevention programs, regular safety audits, incident-reporting procedures and extensive training to ensure that employees and contractors understand operational risks. Continuous improvement and active engagement of employees are central to maintaining high safety standards. SNF seeks to ensure that every employee returns home safely at the end of each day.

Beyond performance indicators, SNF deploys structured prevention programs at all production sites, including regular safety audits, task-based risk analysis, emergency drills, and continuous safety training. Health and safety governance is reviewed periodically by senior management, ensuring alignment between operational practices and Group objectives.

### Training, diversity, equality

Employee development is a strategic priority for SNF. The company provides ongoing technical and professional training, supporting the growth of operational capabilities and leadership potential. To ensure a solid understanding of the Group's sustainability commitments, ESG awareness sessions are deployed across regions so employees are familiar with SNF's strategy, expectations and available tools. Diversity and equality are also essential components of people development. The Group values the contribution of employees with different backgrounds, cultures and profiles, and works to create an inclusive work environment where career advancement and opportunities for development are based on competence and merit.

In addition to technical training, SNF supports structured talent development through internal mobility, performance reviews, and succession planning for key roles. This approach ensures long-term retention of competencies and leadership continuity across regions.

### Non Discrimination

SNF upholds a strict policy of non-discrimination across all its operations. The Group prohibits any form of discrimination based on gender, age, origin, disability, beliefs or any other personal characteristic. Awareness and prevention programs support respectful workplace behaviors and ensure that employees understand their rights and responsibilities.

Managers receive guidance to handle sensitive situations and promote equal treatment within their teams. In addition, SNF provides a dedicated reporting channel for cases of discrimination, as well as access to an Ethics Officer, ensuring that concerns can be raised confidentially and addressed appropriately. This commitment

forms part of SNF's broader ambition to foster a fair and respectful working environment. Non-discrimination is embedded into recruitment, promotion, and compensation practices. HR processes are periodically reviewed to ensure equal treatment, and managers receive guidance on handling sensitive situations. Allegations are monitored and addressed through formal internal procedures.

## Pay equity & living wage

As part of its commitment to fairness and social responsibility, SNF has deployed a living-wage methodology across its subsidiaries to ensure that employee compensation meets or exceeds locally recognized thresholds for decent living conditions. The Group regularly reviews compensation structures to strengthen internal equity and ensure that wage practices are aligned with market standards. This focus on fair pay supports employee well-being and contributes to SNF's ability to attract and retain talent across all regions.

## Labor rights & working time

SNF respects fundamental labor rights and ensures that employees are provided with appropriate working conditions, clear employment terms and access to social protection. Working-time arrangements comply with local regulations and are managed to promote well-being and operational efficiency. Dialogues between employees and management, both formal and informal, help ensure that concerns are heard and addressed. SNF promotes a work environment that values responsibility, mutual respect and transparency, reinforcing trust and strengthening the Group's long-term social foundations.

### HEALTH & SAFETY

**↘1.13 WRIR**

Work-related injury rate 2025

**TARGET WRIR : 2**

### GENDER EQUITY

**66%**

of SNF's women hold managerial positions

# 2.3 Fair Labor Practices

## In our value chain

### Working conditions & safety for contractors/suppliers

SNF recognizes that part of its responsibility extends to the many workers employed by contractors and suppliers throughout its global value chain. Although these individuals are not part of SNF's direct workforce, the company expects all partners to uphold safe working conditions, respect human rights and manage labor-related risks with the same rigor applied within SNF's own operations.

Suppliers operating in activities that involve chemical handling, logistics or industrial processes are expected to maintain appropriate safety systems, provide adequate protective equipment and ensure that workers are trained to perform their tasks safely. SNF also encourages suppliers to share incident information and lessons learned to support continuous improvement. The Group seeks to ensure that upstream and contracted workers operate in conditions that preserve their health, safety and dignity.

### Audits, assessments, remediation

To manage risks related to labor conditions in the supply chain, SNF relies on a structured set of due-diligence tools. Supplier assessments may include sustainability questionnaires, document reviews, analysis of ESG ratings and the use of independent evaluation platforms such as EcoVadis. These assessments help SNF identify suppliers whose practices align with the Group's expectations, as well as those requiring additional support or corrective actions.

When potential gaps are detected, SNF engages directly with the supplier to clarify expectations and understand root causes. Depending on the severity of the findings, SNF may request specific improvements, implement follow-up monitoring or establish remediation plans. The objective of this process is not only to ensure compliance with SNF's Responsible Purchasing Charter but also to help suppliers strengthen their management of environmental, human-rights and labor-related risks. This approach reinforces responsible business conduct across the value chain.

SNF applies a risk-based due diligence approach, prioritizing suppliers located in higher-risk regions or operating in sensitive sectors. Follow-up reviews and corrective-action monitoring ensure that identified gaps are addressed within defined timelines.

### Training & coverage

SNF encourages suppliers and contractors to provide workers with appropriate training on safety, environmental protection and responsible chemical management. These topics are particularly important for partners involved in the handling, storage or transport of chemical products. SNF communicates its own expectations and best practices to suppliers and supports training needs when relevant, helping ensure consistent levels of awareness and competency throughout the value chain.

This training dimension also reinforces SNF's broader commitment to responsible chemistry, as operators in the value chain play a key role in ensuring that products are managed safely and sustainably from procurement to application.

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

A significant share of SNF's total greenhouse-gas emissions arises from upstream activities, particularly from the purchasing of raw materials, packaging and external services. Strengthening collaboration with suppliers is therefore a critical element of SNF's climate strategy. The company evaluates suppliers' decarbonization programs, transparency practices and GHG-management approaches through tools such as EcoVadis and by reviewing suppliers' sustainability reports when available.

In 2024, SNF initiated a dedicated Responsible Purchasing campaign to improve the accuracy and consistency of emissions data associated with raw materials. This initiative enhances SNF's ability to understand and manage Scope 3 emissions and also supports suppliers in advancing their own climate strategies. Through direct engagement and regular dialogue, SNF works with value-chain partners to identify reduction opportunities, promote the adoption of lower-carbon feedstocks and strengthen responsible production pathways.

This collaborative approach not only supports SNF's own transition objectives but also contributes to broader environmental benefits within the chemical industry, helping suppliers, customers and communities move toward more sustainable practices.

## Human Rights & Anti-Slavery Commitment

SNF prohibits forced labor, child labor, and any form of modern slavery across its operations and supply chain. Human rights risks are assessed through supplier screening, alignment with international frameworks such as the UN Global Compact, and contractual requirements embedded in the Responsible Purchasing Policy. Any concerns may be raised through the Group's whistleblowing mechanism and are investigated through formal internal procedures.

# 2.4 Creating positive local impact

## Acting responsibly in our territories

### Potential impacts

SNF operates industrial sites that can interact with surrounding communities through their use of natural resources, logistical activities and environmental emissions. Although most of the Group's facilities are located in established industrial zones, SNF remains attentive to the actual and potential impacts its operations may generate. These include local environmental effects, such as noise, traffic, odors or the handling of chemical substances, as well as broader social considerations relating to employment, economic activity and community well-being.

SNF evaluates these interactions as part of its environmental- and social-risk management processes. The Group monitors relevant indicators, ensures compliance with local regulations and maintains open communication channels with authorities to anticipate concerns and address them effectively. The company seeks to operate as a respectful and responsible neighbor by managing risks proactively, ensuring rapid response when issues arise and maintaining high standards of environmental protection.

### Community engagement

Communities located near SNF production sites are considered key stakeholders in SNF's sustainability and operational governance. Community engagement is structured through formal and informal dialogue mechanisms aimed at maintaining transparency, addressing concerns, and strengthening long-term trust.

At site level, engagement is typically organized through:

- regular meetings with municipal authorities and local public institutions,
- participation in local industrial or environmental committees,
- structured communication during major operational changes (e.g., capacity expansion, new projects),
- proactive information-sharing regarding environmental performance, safety measures and emergency preparedness,
- response mechanisms for complaints or concerns raised by local residents.

Each industrial site designates responsible representatives to maintain these local relationships and ensure that community feedback is considered in operational decision-making.

SNF's presence contributes to local economic development by supporting employment, training opportunities and indirect economic activity through procurement and partnerships. In certain regions, the Group also collaborates with local institutions to promote educational, environmental or social initiatives that reflect community needs and the company's expertise in water science and responsible industrial practices.

ESRS S3

# Mitigation & contribution programs

SNF implements measures designed to mitigate potential impacts on nearby communities and contribute positively to their well-being. These measures include strict control of emissions and discharges, maintenance of high environmental-performance standards, adoption of preventive safety practices and continuous improvement of industrial processes. When projects may affect local stakeholders, SNF assesses potential risks and integrates mitigation elements into planning and execution.

Community-contribution programs form part of SNF's broader sustainability commitments. These may include support for environmental initiatives, assistance for local associations, collaboration on water-related projects, or contributions in response to specific community needs. Through these actions, SNF seeks to foster constructive relationships with the regions in which it operates, ensuring that its presence creates shared value and supports long-term community resilience.

# We Act for Our People

**In 2025, SNF reinforced its local footprint and people development. Stable teams and ongoing training support safe, reliable operations and long-term community value.**

SNF BRAZIL

## Seasonal Giving

The Camaçari site highlighted Seasonal Giving / Social Donations alongside employee volunteering and community partnerships during Q4 2025, reinforcing our local social footprint.

SNF USA

## SNF Foundation Scholarships

In 2025, SNF awarded over $13,000 in scholarships to students in Liberty County (GA), Iberville Parish (LA), and to children of SNF employees, strengthening access to education in the communities where we operate.

SNF INDIA VIZAG

## Employee Facilities & Wellbeing

The Vizag site upgraded daily employee life through improved canteen services, expanded locker and rest facilities, and dedicated family and team events. Additional initiatives, such as Blood Donation Camps, Knowledge-Sharing Sessions, and Women's Day celebrations, strengthened community, learning, and inclusion across the site.

SNF CHINA, RUDONG

## Employee Sports & Recognition

Rudong organized sports meetings and received local government recognition for its public benefit and employee-focused activities. These initiatives strengthen team spirit and reinforce the site's contribution to both employees and the surrounding community.

SNF INDIA, GANDHIDHAM

## Health, Benefits & Working Conditions

The Gandhidham site expanded wellbeing programs with pre- and post-medical examinations, regular medical officer consultations, emergency care partnerships, and company-supported health insurance (75% employer contribution). Free bus transportation and healthy canteen options further supported daily employee comfort and safety.

# 03 Governance

## Business Ethics

Interview - Making Ethics a Competitive Advantage
Ethical Framework and Business Integrity
Risk Management Framework
Certifications and Data protection
Responsible Value Chain

# Making Ethics a Competitive Advantage

**JADE ZHENG**
HEAD OF CSR COMMUNICATION
SNF CHINA

**WHAT ARE YOUR CURRENT COMMUNICATION PRIORITIES WHEN IT COMES TO SUSTAINABILITY?**

Our current priority is localizing Group ESG framework into locally relevant narratives. This means translating carbon neutrality roadmaps and circular-economy milestones into context-relevant stories that resonate with local stakeholders.

Externally, stakeholders, particularly customers and regulators – increasingly focused on Scope 3 emissions, green energy transitions, national green factory certifications, product carbon footprint and local decarbonization roadmaps. Transparency on these topics is now table stakes for commercial conversations. Internally, decarbonization roadmaps and circular-economy pilot projects are generating strong engagement. Meanwhile, employees want clarity on how ESG connects to their daily work, so we emphasize operational linkages: how energy efficiency ties to production goals.

**IN YOUR ROLE, YOU SUPPORT BOTH STRATEGIC MESSAGING AND OPERATIONAL TRANSPARENCY. HOW DO YOU MAKE SURE THAT SUSTAINABILITY COMMUNICATION STAYS CONCRETE AND IMPACTFUL?**

In China, we integrate strategic messaging with operational transparency through three pillars: concrete storytelling, continuous engagement, and external validation.

Concrete storytelling: Through our local digital channel - SNF WeChat sustainability series, we

consolidate SNF's brand story with data-backed storytelling – featuring carbon intensity reductions, circular-economy certifications, and verified water-management outcome. Each post transforms abstract ESG concepts into tangible business value for both internal and external stakeholders.

Continuous engagement: Internally, I align closely with sales and site teams to capture frontline market insights and regulatory shifts, ensuring group strategy lands with local relevance. Externally, regular touchpoints with key stakeholders especially key customers - proactively disclosing progress and challenges to build trust through transparency.

External validation: Over the past two years, we have actively pursued sustainability awards through platforms in China such as the French Chamber of Commerce and Industry in China (CCIFC) and Association of International Chemical Manufacturers (AICM). Meanwhile, SNF Taixing site obtained national green factory certification, earned consecutive recognitions from local authorities including "Advanced Environmental Protection Enterprise" □"Zero-Waste Factory" and "Advanced Smart Factory" etc.. These recognitions go beyond endorsement - embedding SNF's solutions into industry discourse and leveraging third-party credibility to amplify impact and reinforce internal commitment.

### YOU'RE CLOSELY INVOLVED IN INTERNAL ENGAGEMENT. WHAT TOOLS OR FORMATS HAVE BEEN THE MOST EFFECTIVE IN HELPING TEAMS UNDERSTAND AND EMBRACE OUR ESG COMMITMENTS?

Targeted, topic-specific engagement has proven most effective. I prioritize face-to-face, theme-based engagement with each audience. Regular exchange with EHS, operations, sales teams and beyond – ensure ESG resonate with their specific priorities.

In 2025, we organized dedicated workshops on national green factory certification, translating regulatory requirements into actional roadmaps for plant teams. During our annual China sales conference, I delivered a dedicated ESG session - equipping our commercial teams to articulate SNF's sustainability value to clients.

This thematic, audience-specific approach transforms ESG from abstract commitments into relevant, actionable priorities for every function.

### WHAT DO YOU SEE AS THE NEXT STEP IN MAKING SUSTAINABILITY MORE VISIBLE — NOT JUST IN REPORTS, BUT IN DAILY DECISIONS AND OPERATIONS?

The next step is embedding ESG into decision-making touchpoints through measurable KPIs that mirror real operational conditions. Building on our digital storytelling, stakeholder engagement, and cross-functional collaboration, we will integrate sustainability metrics into procurement scorecards, investment evaluations, and customer proposal templates—making carbon footprint and water stewardship visible factors in daily commercial and operational decisions.

By connecting ESG performance to functional KPIs and team objectives, we transform sustainability from periodic reporting into an embedded business capability. This approach makes ESG visible in regular performance dashboards and individual accountabilities, ensuring every team recognizes sustainability as integral to how we compete and create value.

### FINALLY, WHAT DOES IT MEAN FOR YOU TO BE PART OF SNF'S ESG JOURNEY?

Being part of SNF's ESG journey means bridging purpose and performance. My role is to craft compelling sustainability narratives that elevate our brand equity, while embedding ESG metrics into strategy and operations.

What drives me is seeing this dual impact in action—when a well-told water-stewardship story strengthens client trust, carbon targets shape procurement choices,. With customer expectations escalating and mandatory legislation on the horizon, I thrive on converting ESG from compliance obligation into competitive edge.

# 3.1 Ethical Framework

## And Business Integrity

### Ethics & anti-corruption

Ethical conduct forms the foundation of SNF's business culture and guides the Group's relationships with customers, suppliers, partners, and communities. SNF expects all employees and business partners to uphold the principles of integrity, fairness, and transparency in all commercial and operational interactions. The Code of Conduct outlines the standards that apply across the organization and defines the behaviors expected in areas such as ethical decision-making, respect for people, environmental responsibility, and compliance with legal requirements.

SNF maintains a zero-tolerance approach to corruption, bribery, and unethical practices. Employees are required to avoid situations presenting conflicts of interest and must not offer, request, or accept improper advantages. Regular communication, training, and internal controls reinforce these principles and help ensure that ethical expectations are understood and applied consistently across the Group's global operations.

### Fair competition

SNF is committed to competing fairly and transparently in the markets where it operates. The Group adheres to competition laws that prohibit anti-competitive behaviors, such as price-fixing, market sharing, or the abuse of a dominant position. Employees involved in commercial functions receive guidance on compliant practices and are expected to exercise vigilance when engaging with competitors, distributors, or industry associations.

The Group ensures that its commercial policies, marketing practices, and contractual arrangements are consistent with applicable legal requirements. This commitment to fair competition fosters trust with customers and partners while supporting a level playing field within the chemical industry.

### Tax transparency

SNF manages its tax responsibilities in accordance with applicable laws and regulations in the countries where it operates. The Group seeks to maintain transparent and responsible tax practices that support long-term business sustainability. Tax contributions are managed in a manner consistent with commercial substance, operational presence, and local economic realities. While SNF does not publish detailed country-by-country tax reporting, the Group respects its fiscal obligations and integrates tax considerations into responsible-governance practices.

### Lobbying & political engagement

SNF participates in public policy discussions related to its activities, particularly in areas such as chemical regulations, water management, the circular economy, transportation, and environmental standards. The Group engages in these discussions through recognized professional associations and industry organizations, ensuring that its positions reflect responsible-industry perspectives and align with regulatory expectations.

SNF does not engage in political financing and ensures that interactions with policymakers follow strict ethical standards and comply with relevant legal requirements. The company seeks to contribute constructively to regulatory development while maintaining transparency and integrity in all public-policy engagements.

## Whistleblowing, cases & remediation

SNF maintains a confidential whistleblowing system that enables employees, contractors, and external stakeholders to report concerns regarding ethics, compliance, discrimination, safety, environmental issues, or potential legal violations. Reports are handled with discretion and investigated in accordance with formal internal procedures designed to ensure impartiality, confidentiality, and timely resolution.

When issues are substantiated, SNF implements corrective measures that may include disciplinary actions, strengthened controls, additional training, or changes to internal processes. The whistleblowing mechanism reinforces the company's culture of accountability and provides a secure channel for raising concerns without fear of retaliation.

## Litigation

SNF monitors legal and regulatory matters that may result in litigation or sanctions. The Group seeks to resolve issues transparently and responsibly, working with authorities as needed and taking corrective actions when necessary. While litigation is limited, the company maintains robust internal controls and compliance reviews to reduce exposure to regulatory or legal risks. This proactive approach helps protect the company's reputation and reinforces SNF's commitment to ethical and compliant conduct.

GOVERNANCE

**All staff**

CSR e-learning course deployment in 2025

**TARGET : 80%** of employees will have completed a CSR e-learning course by 2026

3.2

# Risk Management Framework

## Identifying, assessing, and mitigating key risks.


### Risk Governance Structure

SNF maintains a structured approach to risk management covering operational, environmental, social, and compliance matters.

Risk oversight is coordinated at the group level and implemented at the site level through defined internal procedures.

Significant risks are reviewed periodically and, where relevant, brought to the attention of senior management.

### ESG Risk Identification & Assessment

SNF conducts regular assessments of ESG-related risks through regulatory monitoring, operational reviews, and internal reporting mechanisms.

Risks are evaluated according to their potential impact and likelihood.

The table below presents the main identified risks, associated policies, and monitoring indicators.

# Risk Mapping & Control Measures

| PRIORITIES | REASONS | POLICIES | RESULTS | KEY INDICATORS |
|---|---|---|---|---|
| **PEOPLE** | | | | |
| Non-compliance risk | Official warning or criminal sanction<br>Non-compliance with laws and regulations | Regulatory watch<br>Antitrust and Competition Law Policy<br>Business Partners Code of Conduct<br>Conflict Minerals Policy<br>Internal Code of Conduct<br>Anti-Corruption Policy<br>Conflict of Interest Policy | Site compliance with applicable local, national, and international laws and regulations<br>Employees trained in the Code of Conduct and key policies | % of regulatory compliance<br>EcoVadis assessment<br>% of employees trained in the Code of Conduct and related policies |
| 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<br><br>Unadapted equipment | Health and Safety Policy<br>Major Accident Prevention Policy<br>Professional risk assessment document;<br>Annual update of professional risk assessment<br>Registration, Evaluation, Authorisation and Restriction of Chemicals Chemical risk assessment<br>Prevention and risk management actions and measures recorded;<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>Recordings of all accidents and near-misses<br>Analysis of all reported occupational illnesses<br>Task-based risk analysis (work permit / Prevention plan/ safety checklist)<br>Security Policy | Reduce the number of workplace accidents and occupational illnesses<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<br>Conditions for the use of chemicals<br>Emergency procedure<br>Safety data sheet for all products used<br>Strengthening of emergency drills<br>Harmonization of facilities and equipment across production sites<br>Ergonomic work environment and workstation | % 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 WRIR<br>Severity rate for workplace accidents with lost time<br>Number of occupational illnesses reported<br>Psycho-Social Risks Barometer<br>Ecovadis assessment<br>% of training hours dedicated to HSE<br>Employee turnover rate |
| Human rights / 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 | Joining the Global Compact<br>Human Rights Policy<br>Non-Discrimination Policy<br>Recruitment Policy<br>Social Commitment Policy<br>Well-being at Work Policy<br>Health and Safety Policy<br>Responsible Care Policy<br>Anti-Harrasment Policy | Health & Safety: results for working conditions and workplace safety better than the national average<br>No convictions for non-compliance with laws in terms of human rights and working conditions<br>Chief compliance officer yearly results<br>Low employee turnover rate | EcoVadis assessment on this theme<br>Audits carried out in high-risk countries (India, China)<br>% of employees trained in the Code of Conduct and key policies<br>% of employees above living wage in 2024<br>Number of discrimination incidents<br>Social audit (SMETA)<br>Certification great place to work"<br>Employee turnover rate |
| **ENVIRONMENTAL** | | | | |
| Regulation | Regulatory non-compliance<br>Loss of operating licenses<br>Formal Notice<br>Complaints | Regulatory monitoring<br>Audit and action plan<br>ISO 14001-certified sites | Monitoring of regulations compliance<br>Compliance with Environment, Climate, Water, and Biodiversity policies | Local site reporting<br>% of sites certified ISO 14001<br>% of regulations compliance |

| PRIORITIES | REASONS | POLICIES | RESULTS | KEY INDICATORS |
|---|---|---|---|---|
| Industrial risks (SEVESO classification – upper tier or equivalent) | Major industrial accident that could endanger the safety of surrounding communities and Group employees<br>Chemical and environmental accidents | Accident Prevention Policy<br>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.)<br>Internal Operations Plan (intern fire brigade, operation Director, ...)<br>Preventive maintenance of facilities and equipment | No industrial accidents at Group level in over thirty years | Audits and inspectionss carried out with local authorities<br>EcoVadis assessment<br>Certificates of compliance for equipment and installations |
| Consumption of resources (water, gas, etc.) | Resource depletion<br>Shortage of supplies at our production sites<br>Climate change | Energy saving policy<br>Environmental Policy<br>Sustainability Policy<br>Water Policy<br>Energy Policy<br>Product Stewardship Policy<br>ISO 14001-certified sites<br>Environmental action plan<br>Search for alternatives sources of energy | Improved energy efficiency at production facilities<br>On-site renewable energy production<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<br>Reduction in net water consumption | Water consumption<br>Energy consumption<br>Natural gas consumption<br>Steam consumption<br>Scopes 1&2 indicators<br>Net water intensity<br>Ecovadis assessment<br>% of employees trained on related policies |
| Industrial pollution risk (internal or external) | Chronic or accidental spillage or release of hazardous substances into the environment | Environmental Policy<br>Responsible Chemistry 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>Polluted water treatment<br>Procedure for handling emergencies<br>New sites designed with the best available technologies<br>Preventive maintenance of facilities and equipment | Reduction in the release of hazardous susbstances 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 (COD)<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<br>Ecovadis assessment<br>COD reduction % vs. 2016<br>Certificates of compliance for equipment and installations |
| Climate change 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) | Climate Change Policy<br>Capacity of storage<br>Supplier management<br>Water and Utilities management<br>Assessment of climate scenarios for each major production site location | Anticipation of climate change conditions<br>Increased in storage capacity<br>Global climate change study<br>Industrial water management | Storage capacity<br>Stock update<br>Sites redundancy<br>Water monitoring |
| Waste accumulation | No treatment available or possible<br>Saturated treatment facilities<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<br>Waste recovery |
| **CORRUPTION** | | | | |
| Responsible procurement<br>Corruption | Risk of violation antitrust laws and anti-corruption rules in the Group's various operating countries<br>Civil and criminal sanctions | Internal Code of Conduct<br>EcoVadis assessment of the ethic, social and environmental performance of global supply chains<br>Internal training for staff liable to face these risks<br>Anti-Corruption Policy<br>Conflic of Interest Policy<br>Whisteblowing Policy<br>Business Partners Code of Conduct<br>Internal Code of Conduct<br>Responsible Purchasing Policy<br>Specific clauses in suppliers' commercial contracts | No purchases are classified as presenting a serious risk. Our riskiest purchases are chemicals, due to their environmental aspects. | Risk map prepared by Ecovadis and used to assess product suplly and sales chain stakeholders.<br>Ecovadis Assessment on this theme<br>% of suppliers assessed for ESG<br>Number of corruption incident<br>% of our partners that are considered as low, medium and high risk |

3.3

# Certifications & Data Protection

ESRS G1

## Confidentiality & data management

Protecting confidential and sensitive information is essential to maintaining trust with customers, partners, and employees. SNF applies rigorous data management practices to ensure that information on products, processes, employees, and commercial arrangements is handled securely. Access to data is controlled in accordance with defined authorization processes, and employees with data-handling responsibilities receive training to ensure compliance with internal requirements and applicable laws.

SNF continuously strengthens its cybersecurity posture and data-governance systems to minimize risks associated with unauthorized access, data loss, or misuse. Key measures include controlled user-access management based on role authorization, multi-factor authentication for critical systems, regular review of access rights, secure data storage and backup procedures, periodic vulnerability assessments, and employee awareness training on cybersecurity risks. These measures support the safe operation of the business and protect the integrity of both internal and external information.

## Management Systems & Certifications

SNF's management systems are structured around internationally recognized standards that support consistent quality, environmental performance and responsible sourcing across the Group.

The Group's quality management system is aligned with ISO 9001. This framework structures product design, industrialization, and manufacturing controls to ensure that SNF's polymers meet stringent quality, safety, and performance requirements. Regular internal audits, corrective action plans, and continuous improvement practices help prevent quality incidents and strengthen reliability over time.

Environmental management at SNF is supported by ISO 14001 certification at most major production sites. This standard provides a common structure for identifying and managing ecological aspects, monitoring emissions and discharges, and ensuring compliance with applicable regulations. ISO 14001 underpins the Group's efforts in pollution prevention, resource efficiency, and reducing the environmental footprint of its operations.

In addition, SNF has implemented a certified mass-balance scheme for renewable feedstocks. Several product lines rely on ISCC+-certified mass balance to integrate bio-based or circular raw materials into existing chemical processes while ensuring full traceability and compliance with strict sustainability criteria throughout the value chain. This certification supports the Group's sustainable-raw-materials strategy and contributes to the decarbonization of upstream Scope 3 emissions.

More broadly, SNF's non-financial reporting and sustainability approach are guided by international reference frameworks, including the GRI Standards, the Task Force on Climate-Related Financial Disclosures (TCFD), the UN Global Compact principles, and the OECD and ISO 26000 guidelines. These frameworks inform the design of the Group's management systems and indicators, but are not used as certification schemes.

3.4

# Responsible Value Chain

## & Sustainable Procurement

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 meet 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.

SNF's due diligence process includes supplier risk mapping, prioritization of high-risk regions or activities, and follow-up engagement when gaps are identified. Corrective action plans may be implemented, and progress is monitored through regular dialogue and reassessment.

### Training and Awareness

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

- **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 a top priority across 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 disseminates its responsible procurement policy to all its partners and has, for several years, conducted ESG risk analyses 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 2025, SNF integrated 2,934 partners into the EcoVadis risk mapping process across 88 countries and 186 industries.

Among them, 157 partners were classified as undefined (non-assessable companies, unknown entities or conglomerates). The remaining 2,786 assessed partners showed the following risk distribution:

- 175 very low
- 1,236 low
- 749 medium low
- 437 medium high
- 164 high
- 25 very high

SNF subsequently engaged with high and very high-risk partners to develop corrective action plans and support improvements in their ESG performance.

## Focus on $CO_2$ Emissions in Procurement

SNF addresses Scope 3 $CO_2$ emissions in our supply chain as a top priority, particularly for raw materials, transportation, and packaging. For raw materials, SNF requests that all suppliers calculate their Scope 3 emissions.

In 2025, our purchasing teams leveraged analysis software and simulations to collaborate with suppliers on reducing $CO_2$ output. These efforts ensure a holistic approach to minimizing impacts while promoting transparency and sustainability across the supply chain.

**RESPONSIBLE PURCHASING**

**2,943**

Number of suppliers assessed for ESG risk mapping

**TARGET 2026 : 100%**

of suppliers with an overall "very high" risk rating will be contacted in 2026

**RESPONSIBLE PURCHASING**

**All Buyers**

Development of a responsible procurement training program to be deployed to all buyers in 2026.

**TARGET 2026 : 80%**

of buyers will be trained in responsible procurement by 2026.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# Appendices

Non-financial Performance Indicators
Note on Methodology
GRI Content Index
Independent Limited Assurance Report

# NON-FINANCIAL PERFORMANCE INDICATORS

| PERFORMANCE INDICATOR | 2016 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | |
| **ENERGY** | | | | | |
| Natural gas consumption (MWh_PCS) | 966,574 | 1,508,038 | 1,298,600 | 1,456,303 | 1,614,084 |
| Natural gas consumption Intensity by turnover (MWh/M€) | 463 | 365 | 287 | 309 | 351 |
| Electricity consumption (MWh) | 499,437 | 763,018 | 732,738 | 790,470 | 819,060 |
| Electricity consumption Intensity by turnover (MWh/M€) | 239 | 184 | 162 | 168 | 178 |
| Steam consumption purchased (MWh) | 35,572 | 95,469 | 109,724 | 131,697 | 142,485 |
| **SCOPES 1 & 2** | | | | | |
| Scope 1 + Scope 2 (ktCO2) | 487 | 631 | 600 | 605 | 619 |
| Scope 1 + Scope 2 - Intensity by turnover (tCO2/M€) | 233 | 152 | 133 | 128 | 134 |
| **Scope 1** | | | | | |
| Emissions out of total emissions (%) | | | 3% | 3% | 3% |
| CFC emissions (t refrigerant gas leak) = fugitive emissions (ktCO2) | 37 | 19 | 35 | 12 | 10 |
| CFC emissions (t refrigerant gas leak) = fugitive emissions - Intensity by turnover (tCO2/M€) | 18 | 5 | 8 | 3 | 2 |
| CO2 emissions in relation with gas consumption and fugitive CFC leaks (excluding VOCs) (ktCO2) | 216 | 298 | 276 | 277 | 304 |
| CO2 emissions in relation with gas consumption and fugitive CFC leaks (excluding VOCs) Intensity by turnover (tCO2/M€) | 103 | 72 | 61 | 59 | 66 |
| **Scope 2** | | | | | |
| emissions out of total emissions (%) | | | 3% | 3% | 3% |
| CO2 emissions in relation with electricity and steam consumptions (ktCO2) | 271 | 333 | 324 | 328 | 316 |
| CO2 emissions in relation with electricity and steam consumptions Intensity by turnover (tCO2/M€) | 130 | 80 | 72 | 70 | 69 |
| Internal carbon price (€) | | 80 | 85 | 85 | 90 |
| **SCOPE 3** | | | | | |
| Scope 3 Emissions out of total emissions ($ktCO_2$) | | | 10,258 | 9,897 | 9,413 |
| **Scope 3 greenhouse gas emissions (%)** | | | 95% | 94% | 94% |
| Emissions from purchased goods and services - category 3-1 ($ktCO_2$) | | | 8,928 | 7,934 | 7,471 |
| Emissions from capital goods - category 3-2 ($ktCO_2$) | | | 261 | 275 | 94 |
| Emissions related to fuels and energy (not included in scope 1&2) - category 3-3 ($ktCO_2$) | | | 79 | 81 | 95 |
| Emissions from Upstream freight and distribution Emissions - category 3-4 ($ktCO_2$) | | | 110 | 152 | 545[1] |
| Emissions from waste generated, category 3-5 ($ktCO_2$) | | | 38 | 35 | 88 |
| Emissions from Business travels, category 3-6 ($ktCO_2$) | | | 6 | 6 | 11 |
| Emissions from Employees commuting, category 3-7 ($ktCO_2$) | | | 24 | 25 | 25 |
| Emissions from Downstream transport, category 3-9 ($ktCO_2$) | | | 9 | 294 | 34[1] |
| Emissions from use and sold products, category 3-11 ($ktCO_2$) | | | 172 | 197 | 219 |
| Emissions from end of life of sold products, category 3-12 ($ktCO_2$) | | | 631 | 898 | 831[2] |
| **WATER** | | | | | |
| Water consumption ($m^3$) | 3,194,552 | 5,711,463 | 5,228,016 | 5,683,114 | 6,014,073 |
| Waste water volume ($m^3$) | 724,960 | 1,618,200 | 1,502,924 | 1,668,982 | 1,579,475 |
| Vector Water volume ($m^3$) | 1,242,179 | 2,000,073 | 1,914,897 | 2,159,229 | 2,252,296 |
| Net Water (Water consumption - Vector water) ($m^3$) | 1,952,373 | 3,711,391 | 3,313,118 | 3,523,885 | 3,761,777 |
| Net Water (Water consumptuion - Waste water - Vector water) ($m^3$) | 1,227,414 | 2,093,191 | 1,810,194 | 1,854,903 | 2,182,303 |
| Intensity Net water by turnover ($m^3$/M€) | 588 | 506 | 401 | 393 | 474 |
| Intensity Water Consumption by turnover ($m^3$/M€) | 1,530 | 1,381 | 1,157 | 1,206 | 1,306 |
| Intensity Net water without waste water by turnover ($m^3$/M€) | 935 | 897 | 733 | 748 | 817 |

*1. Differences compared to the previous year are due to a methodological reclassification. As referred to in the GHG Protocol, outbound logistics purchased by SNF must be categorized as upstream transportation and distribution (Category 4) rather than downstream transport.*

*2. The Scope 3.12 methodology was revised to exclude transport flows to waste treatment sites that should not have been included.*

# NON-FINANCIAL PERFORMANCE INDICATORS

| PERFORMANCE INDICATOR | 2016 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **ENVIRONMENT** | | | | | |
| **WASTE** | | | | | |
| Total waste (t) | 38,247 | 72,012 | 73,311 | 74,870 | 79,307 |
| Total Hazardous waste (t) | 11,720 | 17,048 | 17,030 | 16,965 | 18,957 |
| Total Hazardous waste - Intensity by turnover (t/M€) | 6 | 4 | 4 | 4 | 4 |
| Total Non hazardous waste (t) | 26,527 | 54,963 | 56,281 | 57,905 | 60,350 |
| Total Non hazardous waste - Intensity by turnover (t) | 13 | 13 | 12 | 12 | 13 |
| Qty of valorised waste from energy | | 18,081 | 15,892 | 14,045 | 13,662 |
| Qty of valorised waste (excluding energy) | | 4,271 | 6,499 | 9,022 | 5,348 |
| Qty of valorised waste (energy ond others) (t) | 14,265 | 22,352 | 22,392 | 23,067 | 19,010 |
| **POLLUTION** | | | | | |
| Amount of nitrogen in waste water in the natural environment (kg) | 6,320 | 7,230 | 3,780 | 5,789 | 5,234 |
| Amount of nitrogen in waste water in the natural environment - Intensity by turnover (kg/M€) | 3 | 2 | 1 | 1 | 1 |
| COD quantity in waste water in the natural environment (kg) | 122,406 | 73,967 | 71,942 | 71,306 | 42,991 |
| COD quantity in waste water in the natural environment - Intensity by turnover (kg/M€) | 59 | 18 | 13 | 15 | 9 |
| Quantity of Solid suspended in waste water in the natural environment (kg) | 44,625 | 44,389 | 11,537 | 9,195 | 5,199 |
| Quantity of Solid suspended in waste water in the natural environment - Intensity by turnover (kg/M€) | 21 | 11 | 3 | 2 | 1 |
| BOD quantity in waste water in the natural environment (kg) | | 9,138 | 6,660 | 11,147 | 10,848 |
| BOD quantity in waste water in the natural environment - Intensity by turnover (kg/M€) | | 2 | 1 | 2 | 2 |
| VOC (Volatil Organic Compounds) from powder workshops (kg) | 372,220 | 184,659 | 134,671 | 129,535 | 102,846 |
| Dust emissions from powder workshops (t) | 55 | 75 | 77 | 89 | 86 |
| **ETHICS & GOVERNANCE** | | | | | |
| **GENERAL** | | | | | |
| Number of members on the Board as of 31 December | 11 | 9 | 9 | 9 | 8 |
| Percentage of administrators who attended board meetings (in person, remotely or by proxy) over the last reporting period | 94% | 94% | 100% | 100% | 100% |
| Total number of ordinary and extraordinary company board meetings held over the last reporting period | 8 | 7 | 6 | 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% | 33% | 33% | 33% | 38% |
| Percentage of women on the Board | 9% | 22% | 22% | 22% | 25% |
| Number of corruption and conflict of interest incidents recording | 0 | 0 | 0 | 0 | 0 |
| Number of incidents linked to Human Rights | | | | 0 | 0 |
| Percentage of employees that received SNF Code of Conduct | | | | 98% | 97% |
| **SUSTAINABLE PROCUREMENT** | | | | | |
| Number of suppliers assessed for ESG risk mapping | | | 1295 | 3118 | 2943 |
| **Percentage of Distribution of supplier criticity** | | | | | |
| Very Low | | | 51 | 253 | 175 |
| Low | | | 517 | 1,411 | 1,236 |
| Medium Low | | | 526 | 1,079 | 749 |
| Medium High | | | 167 | 326 | 437 |
| High | | | 34 | 49 | 164 |
| Very High | | | | | 25 |
| Undefined (unassessable companies, unknown companies, conglomarate) | | | | | 157 |
| Number of SNF partners assessed by Ecovadis after SNF request | | | 220 | 298 | 386 |
| Average Ecovadis score of SNF partners assessed | | | 62 | 65 | 66 |

# NON-FINANCIAL PERFORMANCE INDICATORS

In 2025, the reporting scope was extended to include all consolidated subsidiaries of the Group, whereas in previous years only major production sites were covered. As a result, certain indicators show significant variations that are primarily attributable to this expanded reporting perimeter rather than operational changes

| PERFORMANCE INDICATOR | 2016 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **SOCIAL** | | | | | |
| **GENERAL** | | | | | |
| Total employees | 5,214 | 7,442 | 8,151 | 8,828 | 9,388 |
| Total male | | | 6,367 | 6,888 | 7,341 |
| Total female | | | 1,784 | 1,940 | 2,047 |
| **% employees by region**: | | | | | |
| Europe | | | 25% | 23% | 23% |
| Middle East & Africa | | | 1% | 1% | 1% |
| North America | | | 30% | 30% | 30% |
| Latin America | | | 5% | 6% | 6% |
| Asia Pacific | | | 39% | 40% | 40% |
| **Employees by geographical area:** | | | | | |
| Europe | | | 2,074 | 2,054 | 2,181 |
| Middle East & Africa | | | 74 | 82 | 87 |
| North America | | | 2,423 | 2,607 | 2,784 |
| Latin America | | | 429 | 509 | 597 |
| Asia Pacific | | | 3,151 | 3,576 | 3,739 |
| **Breakdown of employees by contract type:** | | | | | |
| Permanent employees | 2,833 | 4,590 | 4,922 | 7,319 | 7,824 |
| Fixed-term employees | 506 | 684 | 749 | 1,384 | 1,429 |
| Apprentices and professionalization employees | | | | 116 | 115 |
| Non-guaranteed hours employees | | | | 9 | 20 |
| Temporary workers ( Interim) | 63 | 454 | 513 | 569 | 521 |
| Number of Self-employed individuals with contracts to supply labor | | | | 414 | 1,314 |
| Number of employees on part-time jobs | 54 | 73 | 68 | 154 | 177 |
| **Breakdown of employees by socio-professional category:** | | | | | |
| **Professionnal** | | | 4,218 | 4,991 | 5,275 |
| Male | | | 3,114 | 3,664 | 3,920 |
| Female | | | 1,104 | 1,327 | 1,355 |
| **Non Professionnal** | | | 3,933 | 3,837 | 4,113 |
| Male | | | 3,253 | 3,224 | 3,421 |
| Female | | | 680 | 613 | 692 |
| **Breakdown by age:** | | | | | |
| Age <30 | | | 1,435 | 1,592 | 1,751 |
| Age 30-50 | | | 4,829 | 5,250 | 5,582 |
| Age +50 | | | 1,887 | 1,986 | 2,055 |
| **EMPLOYMENT TRENDS** | | | | | |
| Turnover rate of employees | | | 16% | 12% | 11% |
| **Turnover rates of employees by geographic area:** | | | | | |
| Europe | | | 10% | 5% | 7% |
| Middle East & Africa | | | 7% | 3% | 1% |
| North America | | | 20% | 15% | 11% |
| Latin America | | | 21% | 14% | 17% |
| Asia Pacific | | | 17% | 14% | 13% |
| Percentage of employees earning at least a living wage | | | | 100% | 100% |
| Average gap between SNF minimum wage and SNF living wage | | | | 14% | 22% |
| Average gap between the legal minimum wage and the SNF living wage | | | | 34% | 38% |
| Internal mobility | 163 | 581 | 627 | 1,024 | 603 |
| Number of promotions | 145 | 659 | 727 | 830 | 906 |

# NON-FINANCIAL PERFORMANCE INDICATORS

In 2025, the reporting scope was extended to include all consolidated subsidiaries of the Group, whereas in previous years only major production sites were covered. As a result, certain indicators show significant variations that are primarily attributable to this expanded reporting perimeter rather than operational changes

| PERFORMANCE INDICATOR | 2016 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **SOCIAL** | | | | | |
| **HEALTH & SAFETY** | | | | | |
| Number of Fatal Accidents | 0 | 0 | 0 | 0 | 0 |
| Number of Lost Time Injuries (accident with work stop) | 32 | 35 | 38 | 39 | 52 |
| LTIFR (Lost Time Injury Frequency Rate) | 4.61 | 3.5 | 3.48 | 3.43 | 2.94 |
| Number of Recordable injuries (accidents with and without work stop) | 58 | 76 | 52 | 68 | 78 |
| Rate of total recordable injuries/Million man hours SNF | 8.36 | 7.29 | 4.7 | 5.84 | 4.41 |
| Number of lost days | 1,718 | 1,516 | 884 | 1,627 | 2,834 |
| WRIR (Work-Related Injury Rate) | 1.01 | 1.6 | 1.03 | 1.2 | 1.13 |
| Severity rate | 0.25 | 0.15 | 0.08 | 0.13 | 0.17 |
| **Percentage of employees Covered by Social Protection by geographical area:** | | | | | 99% |
| Africa & Middle east | | | | | 94% |
| Europe | | | | | 99% |
| Asia | | | | | 99% |
| Latin America | | | | | 100% |
| North America | | | | | 100% |
| **NON-DISCRIMINATION** | | | | | |
| Number of nationalities represented within the company (France) | | 21 | 28 | 28 | 31 |
| Number of women on the SNF Group Board | | | 2 | 2 | 2 |
| Percentage of women employees | | | 22% | 22% | 22% |
| Percentage of women in managerial positions | | | 62% | 68% | 66% |
| Percentage of management who are women | | | 26% | 27% | 26% |
| Gender parity index | | 89/100 | 88/100 | 87/100 | 88/100 |
| Number of disabled people among employees | 90 | 183 | 206 | 266 | 293 |
| Percentage of employees with disabilities | 2% | 3% | 4% | 3% | 3% |
| Number of incidents related to Non-Discrimination | | | | 1 | 0 |
| **PROFESSIONAL DEVELOPMENT** | | | | | |
| Total training hours | 178,071 | 334,845 | 401,292 | 437,178 | 637,346 |
| Total HSE Training hours | 102,568 | 280,445 | 340,318 | 304,606 | 528,958 |
| Percentage of training dedicated to HSE | 58% | 84% | 85% | 70% | 83% |
| Training hours per person (hrs./pers.) | 49 | 63 | 71 | 50 | 68 |

# 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 replaced 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 was subject to the obligation to publish a consolidated ESG report (Déclaration de Performance Extra-Financière - DPEF) until the period ended December 31, 2024, due to the level of turnover and the average number of employees, particularly concerning its French subsidiary SNF SA.

The French transposition of the CSRD by "Ordonnance n° 2023-1142 du 6 décembre 2023" organizes the shift from the DPEF to the CSRD sustainability report. The provisions relating to the DPEF in Article L.225-102-1 of the Commercial Code were abrogated with effect from 1 January 2025.

For 2025, SNF has chosen to publish a voluntary Sustainability Report. Such a Sustainability Report does not constitute a full set of CSRD Sustainability Statements concerning ESRS, as adopted by the European Union. Under these European Sustainability Reporting Standards, only a complete set of CSRD Sustainability Statement comprising all required qualitative and quantitative datapoints for the material impacts, risks, and, together with explanatory notes, enables SNF Group to prepare such CSRD Sustainability Statement, in all material aspects, in accordance with the disclosure requirements under Article 8 of Regulation (EU) 2020/852.

## REPORTING SCOPE

For the publication of this Sustainability Report, SNF defined the following reporting scope:

For environmental indicators (Scope 1 and Scope 2 emissions, energy, water, waste and pollution data), the reporting perimeter includes the Group's significant production subsidiaries in France, the United States, China, Korea, India, Brazil, Australia and the United Kingdom. These sites represent nearly 99% of SNF's total production volumes.

For health and safety matters, Scope 3 emissions, and social indicators, the reporting scope covers all consolidated subsidiaries of the Group.

## 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 four years and 2016 (three 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 calculation 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 182 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 182 kg $CO_2$ /MWh HCV of the French regulation 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.

The scope of consolidation for all scope 3 indicators correspond to the financial consolidation scope.

- **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). Transportation and distribution of sold products for which SNF bears the transportation costs, from SNF manufacturing plants to direct customers during the reporting year. 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 sold products in vehicles not owned or controlled by SNF.
- **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

## 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:

- Management Employees
- Non-Management 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:

- Management Employees.
- Non-management 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).

**Tempory workers 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 2025, regardless of the position, qualification level, seniority in the company, gender, or age, considering only our workforce.

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. This indicator takes ESG e-learning into account.

# 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.

This year, the data is presented by geographic area, and the scope covers all subsidiaries consolidated within the Group as of 2025.

# HEALTH AND SAFETY INDICATORS

The Health & Safety reporting perimeter now covers all SNF Group subsidiaries.

### Number of fatalities

This is the number of fatalities due to industrial accidents.

### 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.

### Number of lost time injuries

Accident with workstop

### Number of lost days

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.

### Number of recordable injuries

Accident with and without work stoppage

### Rate of total recordable injuries/Million man hours SNF

(number of recordable injuries x 1,000,000)/number of hours worked

### WRIR (Work-Related Injury Rate)

H and M severity rate for work-related accidents

H for Work-related accident of severe severity

M for · Work-related accident of moderate severity

(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.

### LTIFR Lost Time Injury Frequency Rate

(number of lost time injuries X 1000000 / number of hours worked

This indicator is consolidated at the Group level.

### Severity 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

### 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


SNF has reported the information cited in this GRI content index for the period of January 1 to December 31, 2025 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 | 10-17 | | |
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| | 2-10 Nomination and selection of the highest governance body | 26-29 | all principles | SDG 3,8 |
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| | 2-14 Role of the highest governance body in sustainability reporting | 26-29 | all principles | SDG 3,8 |
| | 2-15 Conflicts of interest | 76-77 | all principles | SDG 3,8 |
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| | 2-17 Collective knowledge of the highest governance body | 26-29 | all principles | SDG 3,8 |
| | 2-18 Evaluation of the performance of the highest governance body | 26-29 | all principles | SDG 3,8 |
| | 2-22 Statement on sustainable development strategy | 8-9 | all principles | all SDG |
| | 2-23 Policy commitments | 20-23 | all principles | all SDG |
| | 2-24 Embedding policy commitments | 20-23 | all principles | all SDG |
| | 2-25 Processes to remediate negative impacts | 76-83 | all principles | all SDG |
| | 2-26 Mechanisms for seeking advice and raising concerns | 76-83 | all principles | SDG 16 |
| | 2-27 Compliance with laws and regulations | 10-11 | all principles | all SDG |
| | 2-28 Membership associations | 11-23 | all principles | SDG 17 |
| | 2-29 Approach to stakeholder engagement | 24-33 | | |
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| | 2-27 Compliance with laws and regulations | 10-11 | all principles | all SDG |
| | 2-28 Membership associations | 11-23 | all principles | SDG 17 |
| | Stakeholder engagement | | | |
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| | 2-30 Collective bargaining agreements | 88-89 | Principle 3 | SDG 3 |
| **GRI 3: MATERIAL TOPICS 2021** | | | | |
| | 3-1 Process to determine material topics | 30-33, 78-80 | all principles | all SDG |
| | 3-2 List of material topics | 32-33, 78-80 | all principles | all SDG |
| | 3-3 Management of material topics | 34-35, 78-80 | Principle 9 | SDG 8,12 |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
|---|---|---|---|---|
| **GRI 101: BIODIVERSITY 2024** | | | | |
| | 101-1 Policies to halt and reversebiodiversity loss | 21, 34, 79 | Principles 7,8,9 | SDG 14,15 |
| | 101-2 Management of biodiversity impacts | 34, 79 | Principles 7,8,9 | SDG 14,15 |
| | 101-3 Access and benefit-sharing | 34, 79 | Principles 7,8,9 | SDG 14,15 |
| | 101-4 Identification of biodiversity impacts | 34, 79 | Principles 7,8,9 | SDG 14,15 |
| | 101-5 Locations with biodiversity impacts | no applicable | Principles 7,8,9 | SDG 14,15 |
| | 101-6 Direct drivers of biodiversity loss | no applicable | Principles 7,8,9 | SDG 14,15 |
| | 101-7 Changes to the state of biodiversity | no applicable | Principles 7,8,9 | SDG 14,15 |
| | 101-8 Ecosystem services | 34, 79 | Principles 7,8,9 | SDG 14,15 |
| **GRI 102: CLIMATE CHANGE 2025** | | | | |
| | 102-1 Transition plan for climate change mitigation | 40-43 | Principles 7,8,9 | SDG 7,9,13 |
| | 102-2 Climate change adaptation plan | 40-43 | Principles 7,8,9 | SDG 7,9,13 |
| | 102-3 Just transition | 40-43 | Principles 7,8,9 | SDG 7,9,13 |
| | 102-4 GHG emissions reduction targets and progress | 40-43 | Principles 7,8,9 | SDG 7,9,13 |
| | 102-5 Scope 1 GHG emissions | 86 | Principles 7,8 | SDG 7,9,13 |
| | 102-6 Scope 2 GHG emissions | 86 | Principles 7,8 | SDG 7,9,13 |
| | 102-7 Scope 3 GHG emissions | 86 | Principles 7,8 | SDG 7,9,13 |
| | 102-8 GHG emissions intensity | 86 | Principle 8 | SDG 7,9,13 |
| | 102-9 GHG removals in the value chain | 40-43, 83 | Principle 8 | SDG 7,9,13 |
| **GRI 103: ENERGY 2025** | | | | |
| | 103-1 Energy policies and commitments | 20-21, 27, 32-33, 34-35, 40-42, 46, 52, 58-59, 80, 86-87 | Principles 7,8,9 | SDG 7,12,13 |
| | 103-2 Energy consumption and self-generation within the organization | 44-45, 86 | Principle 8 | SDG 7,12,13 |
| | 103-3 Upstream and downstream energy consumption | 44-45, 86 | Principles 7,8,9 | SDG 7,12,13 |
| | 103-4 Energy intensity | 40, 44-45, 86 | Principle 8 | SDG 7,12,13 |
| | 103-5 Reduction in energy consumption | 20-21, 27, 32-33, 34-35, 40-42, 46, 52, 58-59, 80, 86-87 | Principles 7,8,9 | SDG 7,12,13 |
| **GRI 201: ECONOMIC PERFORMANCE 2016** | | | | |
| | 201-1 Direct economic value generated and distributed | 16-17 | Principle 9 | SDG 8,12 |
| **GRI 205: ANTI-CORRUPTION 2016** | | | | |
| | 205-1 Operations assessed for risks related to corruption | 23, 33-34, 76, 79-80, 82, 87 | Principle 10 | SDG 3,10,16,17 |
| | 205-2 Communication and training about anti-corruption policies and procedures | 23, 33-34, 76, 79-80, 82, 87 | Principle 10 | SDG 3,10,16,17 |
| | 205-3 Confirmed incidents of corruption and actions taken | 87 | Principle 10 | SDG 3,10,16,17 |
| **GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016** | | | | |
| | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 87 | Principle 10 | SDG 3,10,16,17 |
| **GRI 207: TAX 2019** | | | | |
| | 207-1 Approach to tax | 76 | Principle 10 | SDG 16,17 |
| | 207-2 Tax governance, control, and risk management | 76 | Principle 10 | SDG 16,17 |
| | 207-3 Stakeholder engagement and management of concerns related to tax | 76 | Principle 10 | SDG 16,17 |
| | 207-4 Country-by-country reporting | 76 | Principle 10 | SDG 16,17 |
| **GRI 301: MATERIALS 2016** | | | | |
| | 301-1 Materials used by weight or volume | 16-19 | Principles 7,8 | SDG 8,9,12 |
| | 301-2 Recycled input materials used | 58, 80, 92 | Principles 7,8 | SDG 8,9,12 |
| | 301-3 Reclaimed products and their packaging materials | 20-21, 32-33, 39, 52, 57, 58 | Principles 7,8 | SDG 8,9,12 |
| **GRI 303: WATER AND EFFLUENTS 2018** | | | | |
| | 303-1 Interactions with water as a shared resource | 52-55, 86 | Principles 7,8, 9 | SDG 6,9,12,13 |
| | 303-2 Management of water discharge-related impacts | 52-55, 86 | Principles 7,8, 9 | SDG 6,9,12,13 |
| | 303-3 Water withdrawal | 52-55, 86 | Principles 7,8, 9 | SDG 6,9,12,13 |
| | 303-4 Water discharge | 52-55, 86 | Principles 7,8, 9 | SDG 6,9,12,13 |
| | 303-5 Water consumption | 52-55, 86 | Principles 7,8, 9 | SDG 6,9,12,13 |

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| **GRI 305: EMISSIONS 2016** | | | | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | 40-41, 46-47, 50-51, 86-87 | Principles 7,8 | SDG 7,9,13 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 40-41, 46-47, 50-51, 86-87 | Principles 7,8 | SDG 7,9,13 |
| | GRI 306: Effluents and Waste 2016 | | | |
| | 306-3 Significant spills | 50-51, 79-80 | Principles 7,8 | SDG 7,9,13 |
| **GRI 306: WASTE 2020** | | | | |
| | 306-1 Waste generation and significant waste-related impacts | 56-57, 87 | Principles 7,8,9 | SDG 12,13,14,15 |
| | 306-2 Management of significant waste-related impacts | 56-57, 87 | Principles 7,8,9 | SDG 12,13,14,15 |
| | 306-3 Waste generated | 56-57, 87 | Principles 7,8,9 | SDG 12,13,14,15 |
| | 306-4 Waste diverted from disposal | 56-57, 87 | Principles 7,8,9 | SDG 12,13,14,15 |
| | 306-5 Waste directed to disposal | 56-57, 87 | Principles 7,8,9 | SDG 12,13,14,15 |
| **GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016** | | | | |
| | 308-1 New suppliers that were screened using environmental criteria | 82-83 | Principles 7,8,9 | SDG 8,12,13 |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | 82-83 | Principles 7,8,9 | SDG 8,12,13 |
| **GRI 401: EMPLOYMENT 2016** | | | | |
| | 401-1 New employee hires and employee turnover | 88-89 | Principles 3,6 | SDG 8,10 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 60-71 | Principles 3,6 | SDG 8,10 |
| | 401-3 Parental leave | 64-65 | Principles 3,6 | SDG 8,10 |
| **GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018** | | | | |
| | 403-1 Occupational health and safety management system | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-3 Occupational health services | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-5 Worker training on occupational health and safety | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-6 Promotion of worker health | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-8 Workers covered by an occupational health and safety management system | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-9 Work-related injuries | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| | 403-10 Work-related ill health | 64-66, 71,89 | Principles 1,3,6 | SDG 3,8 |
| **GRI 404: TRAINING AND EDUCATION 2016** | | | | |
| | 404-1 Average hours of training per year per employee | 19, 89 | Principle 6 | SDG 3,4,8,10 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 64-67, 89 | Principle 6 | SDG 3,4,8,10 |
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| **GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016** | | | | |
| | 405-1 Diversity of governance bodies and employees | 62-69, 88-89 | Principles 1,6 | SDG 3,4,8,10 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 62-69, 88-89 | Principles 1,6 | SDG 3,4,8,10 |
| **GRI 406: NON-DISCRIMINATION 2016** | | | | |
| | 406-1 Incidents of discrimination and corrective actions taken | 89 | Principles 1,6 | SDG 5,10 |
| **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 | 76-83 | Principles 1,3,6 | SDG 8,10 |
| **GRI 408: CHILD LABOR 2016** | | | | |
| | 408-1 Operations and suppliers at significant risk for incidents of child labor | 66-69 | Principles 3,6 | 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 | 66-69, 82-83 | Principles 4,6 | SDG 8,16 |
| **GRI 410: SECURITY PRACTICES 2016** | | | | |
| | 410-1 Security personnel trained in human rights policies or procedures | 76-77 | Principles 1,2 | SDG 3,8 |
| | GRI 411: Rights of Indigenous Peoples 2016 | | | |
| | 411-1 Incidents of violations involving rights of indigenous peoples | 89 | Principles 1,2 | SDG 8,11,17 |

| GRI STANDARD | DISCLOSURE | PAGE NUMBER(S) | GLOBAL COMPACT PRINCIPLES | UN SDGs |
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| **GRI 413: LOCAL COMMUNITIES 2016** | | | | |
| | 413-1 Operations with local community engagement, impact assessments, and development programs | 68-71 | Principles 1,2,7 | SDG 8,11,17 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | 68-71 | Principles 1,2,7 | SDG 8,11,17 |
| **GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016** | | | | |
| | 414-1 New suppliers that were screened using social criteria | 82-83 | Principles 2,6,7 | SDG 8,10,12 |
| | 414-2 Negative social impacts in the supply chain and actions taken | 82-83 | Principles 2,6,7 | SDG 8,10,12 |
| **GRI 415: PUBLIC POLICY 2016** | | | | |
| | 415-1 Political contributions | 76 | Principle 10 | SDG 16,17 |
| **GRI 416: CUSTOMER HEALTH AND SAFETY 2016** | | | | |
| | 416-1 Assessment of the health and safety impacts of product and service categories | 48-49, | Principles 1,7 | SDG 3,12 |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 89 | Principles 1,7 | SDG 3,12 |
| **GRI 417: MARKETING AND LABELING 2016** | | | | |
| | 417-1 Requirements for product and service information and labeling | 48-49 | Principles 1,10 | SDG 12,16 |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | 89 | Principles 1,10 | SDG 12,16 |
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| **GRI 418: CUSTOMER PRIVACY 2016** | | | | |
| | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 81, 89 | Principles 1,2,10 | SDG 16,17 |

# 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 President,*

*In our capacity as Statutory Auditor of SNF Group, we have performed a limited assurance engagement to formulate a limited assurance conclusion on a selection of ESG information from the ESG report 2025 as detailed in the appendix to this report (hereinafter "the Selected Information") voluntarily prepared by SNF Group (hereinafter "the Entity") against the ad hoc criteria defined by the Entity (hereinafter "the Reporting Framework") for the financial year ended December 31, 2025 presented in the document attached to this report.*

### Limited Assurance 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 Selected Information in SNF Group's ESG Report for the year ended Decembre 31, 2025 is not prepared in all significant aspects in accordance with the basis of preparation as described in the Reporting Framework.*

### Observation

*Without modifying our conclusion expressed above, we draw your attention to the paragraph " About this report" section of the ESG report 2025, which explains that this report is also based on certain requirements of the CSDR regulation, with which the SNF Group will have to comply in 2028 for the publication of the 2027 CSRD sustainability statement, and that it therefore does not constitute a comprehensive CSRD sustainability statement in accordance with the ESRS as adopted by the European Union. Under these European Sustainability Reporting Standards, only a complete CSRD Sustainability Statement including all the qualitative and quantitative data required for material impacts, risks, and opportunities, as*

*well as explanatory notes, allows the SNF Group to prepare a CSRD Sustainability Statement that is complete in all material respects, in accordance with the disclosure requirements set out in Article 8 of Regulation (EU) 2020/ 852.*

## Preparation of the Selected Information

*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 selected Information needs to be read and understood together with the Reporting Framework, summarised in the ESG report 2025 and available on the Entity's website or on request from its headquarters.*

## Limits inherent in the preparation of the Selected Information

*The selected Sustainability Information may be subject to uncertainty inherent in 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 Entity

*The information has been prepared under the responsibility of the Executive Management Team, and it is their responsibility to:*

- *To select or establish appropriate criteria and procedures for the preparation of the Selected information (i.e., the Reporting Framework);*
- *Prepare the Information in accordance with the Reporting Framework ;*
- *And to implement and maintain the internal control that it deems necessary to establish Selected Information that does not contain significant anomalies, whether they result from fraud or errors.*

## Responsibility of the Statutory Auditor

*Based on our work, it is our responsibility to:*

- *Plan and execute the engagement to obtain limited assurance that the Selected Information has been established, in all material respects, in accordance with the Reporting Framework and does not have any significant anomalies, whether they result from fraud or errors ;*
- *formulate an independent conclusion based on the work we have performed and the evidence we have collected.*
- *communicate our conclusion to the entity's Executive Management Team*

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

## Applied professional guidance

*Our work described below has been carried out in accordance with the Professional Doctrine of the French Institute of Statutory Auditors ("Compagnie Nationale des Commissaires aux Comptes") relating to this intervention and the International Standard ISAE 3000 (revised) Assurance Commitments other than Audits or Reviews of Historical Financial Information published by IAASB (international Auditing and Assurance Standards Board).*

*They do not constitute an audit or a limited review within the meaning of the Standards of Professional Practice (NEP) applicable in France. Nor do they constitute a certification in accordance with the guidelines of the Haute Autorité de l'Audit (H2A).*

## Independence and quality control

*Our independence is defined by the provisions of Article L821-28 of the Code of Commerce, the IESBA Code of Ethics (International Code of Ethics for Professional Accountants (including Independence Standards). It is based on respect for the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior.*

*In addition, we apply the International Standard on Quality Management 1 and accordingly we have put in place a quality control system that includes documented policies and procedures to ensure compliance with ethical standards, professional standards and applicable legal and regulatory texts, as well as the professional doctrine of the French Institute of Statutory Auditors ("Compagnie Nationale des Commissaires aux Comptes") in relation to this engagement.*

## Nature and scope of procedures

*We planned and performed our work considering the risk of material misstatements in the Selected Information. As part of our limited assurance engagement and based on our professional judgment, we have :*

- *Updated our knowledge of the entity, its environment, including relevant internal control elements for the preparation of information*
- *Appreciated the appropriateness of the Reporting Framework for its relevance, completeness, reliability, neutrality, and comprehensiveness, taking into account industry best practices as appropriate ;*
- *Obtained an understanding of the Entity's control environment for producing the Selected Information in accordance with the Reporting Framework ;*
- *Assessed whether the methods used by the entity to establish the information are appropriate in relation to the Reporting Framework and, where appropriate, assessed the appropriateness of the changes in methods and assumptions;*
- *Verified that the Selected Information has been established for the reporting scope specified in the Reporting Framework.*
- *For the Selected Information subject to our limited review procedures, we have:*
  - *Performed analytical procedures to verify the coherence of the Selected Information and inquired management, where appropriate, for explanations of unusual items identified ;*
  - *Performed tests of details on a sample basis or other means of selection to verify the correct application of the calculation methods and assumptions described in the Reporting Framework and reconciled the underlying data with supporting documents ;*
  - *For the estimates, we performed inquiries with the SNF Group management and have obtained an understanding of the management's estimation process for the Selected Information. We appreciated the appropriateness and correct application of the estimation methods and the appropriateness of the information sources used.*
  - *for qualitative information, we examined documentation and conducted interviews to corroborate them.*

*Appreciated the overall consistency of the Selected Information in relation to our knowledge of the entity.*

*We believe that the evidence we have collected is sufficient and appropriate to formulate our conclusion.*

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

## Restrictions on use

*The due care implemented to prepare this report is not intended to replace the investigations and due diligence that third parties who have been communicated this report could also implement, and we do not express an opinion on whether our due care exercised is sufficient for their own needs.*

*As Statutory Auditor of SNF Group, our responsibility to SNF Group and its shareholders is defined by French law, and we do not accept an extension of our responsibility beyond that provided by French law. We are not liable or accept any liability to any third party. We shall not be liable for any damage, loss, cost, or expense resulting from a dolosive behavior or fraud committed by the board of directors, Executive Management, or employees of SNF Group or its subsidiaries.*

*This report is governed by French law. The French courts have exclusive jurisdiction over any dispute, claim, or dispute arising out of our Engagement letter or this report, or any matter relating thereto.*

*Lyon, March 6, 2026*

*One of the Statutory Auditors,*

***Deloitte & Associates***

*Josselin Vernay*

*Partner, Audit & Assurance*


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