



Syensqo's sustainability journey



One Planet achievements, prior to Syensqo's birth

From 2018...

...to 2023

1/2 Paris Accords

2x Paris Accords

No SBTi certification

Scope 1, 2 and 3 validation

No internal Carbon pricing

2x European Carbon pricing

No energy transition projects

59 energy transition projects worldwide
Coal exit in 3 plants

No carbon neutrality ambition

Carbon neutral by 2050



"One Planet" roadmap (2023 YE results) paving the way for Syensqo carbon neutrality commitment by 2040: **50% of carbon reduction targets already achieved in scope 1 & 2**



CLIMATE

Carbon Neutrality by 2040

42% reduction
Scope 1 & 2
by 2030^[1]

20%

structural reduction
versus 2021 baseline

25% reduction
Scope 3 Focus 5^[1,2] emissions
by 2030

11%

structural reduction
versus 2021 baseline



GROWTH

18% of Circular sales⁽⁶⁾

by 2030^[3]

13%

+1% point
versus 2021

**+10pp vs
topline**

Circular Sales had
10% higher growth
than our topline
2021-2023



BETTER LIFE

Safety

Aim for
zero RIIR^[4]



38%

reduction
versus 2021

Gender parity

by 2033^[5]

28%

+4% points
versus 2021

PROGRESS IN 2023

[1] Reference year is 2021

[2] Focus 5 categories of Scope 3 emissions: (a) purchased goods and services (b) fuel-and energy-related activities (c) processing of sold products (d) use of sold products and (e) end-of-life treatment of sold products

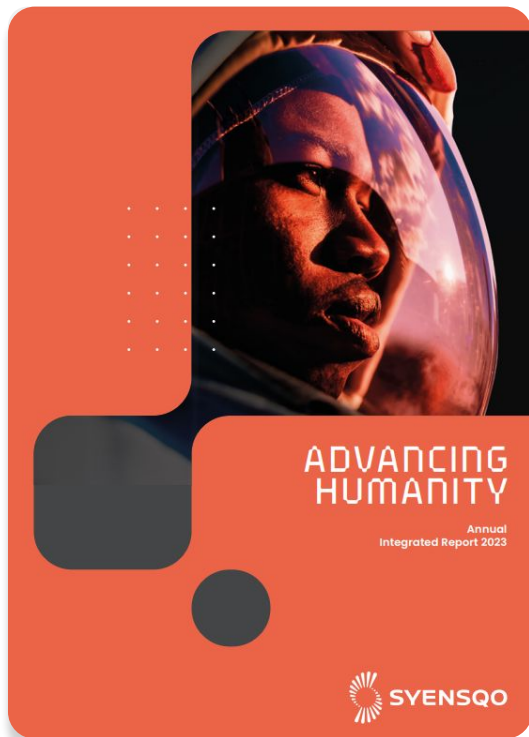
[3] Methodology aligned with the Ellen MacArthur Foundation Circulytics team

[4] Reportable Injuries and Illnesses per 200,000 work hours

[5] % of women in mid and senior management

[6] Group sales that contribute to Circular Economy

First Syensqo Annual Integrated Report



Extra-financial statement 2023

- Syensqo One Planet Ambition
- Syensqo Materiality Map
- Four main sections aligned with Syensqo Materiality

Governance
Climate and Nature
Sustainable Growth
Better Life

Available: [here](#)

Publication

APRIL

16

1

Climate Action



SCOPE 1 & 2

Own operations

SCOPE 3 Focus 5

Raw Materials^[1]

Energy Upstream

Processing customers

Use consumers

End of life

CONTEXT

- ❖ **1.5°C** is our North Star: reducing emissions of **scopes 1, 2, 3** associated with our activities across the value chain and upscaling sustainable solutions enabling **clean mobility and net zero economy**

WHAT NEXT

- ❖ SBTi, CDP
- ❖ Transition operations to renewable energy
- ❖ Suppliers' emissions reduction programs
- ❖ Growth Platforms



Living up to 1.5°C ambition

IMPACT THUS FAR

2023
vs 2021



TARGET
2030
vs 2021

SCOPE 1-2

-20%
STRUCTURAL

-42%

SCOPE 3
Focus 5

-11%
STRUCTURAL

-25%

BEYOND SCOPE 3

1.2B€

SPM solutions
net sales

**Battery
Green H2**



50%

of 2030 GHG
targets achieved

2023

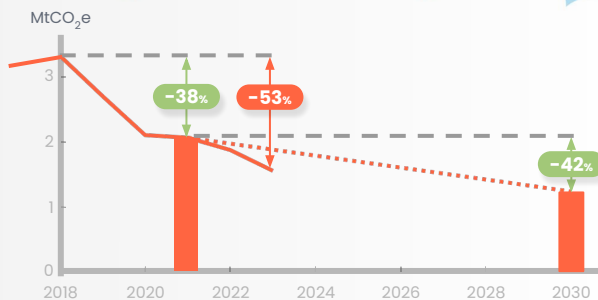


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[1] emissions reported for Raw Materials includes impacts of transport and wastes

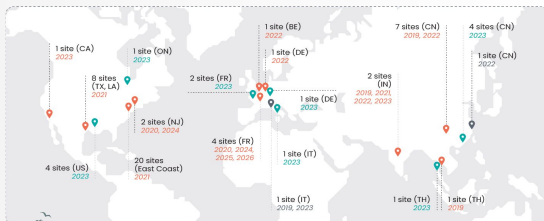
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SCOPE
1 & 2
EMISSIONS



ACCELERATING THE ENERGY TRANSITION

- Renewable energy (solar, wind, biomass, biogas)
- Process efficiency (electrification, waste heat recovery, equipment optimization)
- Other (energy mix, industrial emissions)



100%
renewable electricity

China 2022, USA 2023

95% renewable energy

Saint Fons, 2026

-12 ktCO₂
energy efficiency

Hengchang, 2023

47
projects
committed
since 2018

700
soccer fields
into solar
power
havens*

2019, 2024

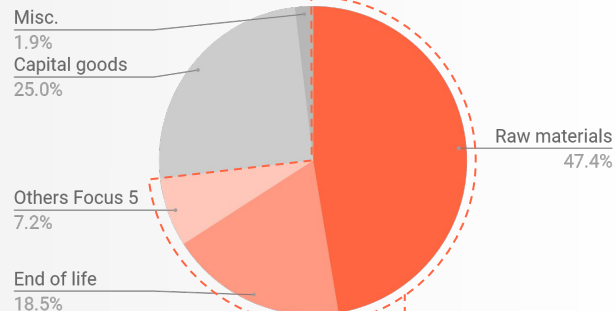
*Syensqo reference estimated based on 2023 progress



1

Climate Action

SCOPE 3 EMISSIONS



Focus 5
6.1 MtCO₂
72% of total

Tackling **scope 3** since 2022

SCOPE 3 Focus 5

Raw Materials



Energy Upstream

Transport¹Wastes¹

SCOPE 1 & 2

Own operations



SCOPE 3 Focus 5

Processing customers



Use consumers



End of life



BEYOND SCOPE 3

Energy during use



40% suppliers' CO₂ factors
2023

1000 product carbon footprints
Novecare, 2023

Ecodesign

Batteries

Green H₂

[1] included in emissions reported for Raw Materials



Operational excellence | Star Factory Acceleration



CONTEXT

- ❖ Star Factory is our flagship program to unleash Performance & Sustainability across our industrial sites

IMPACT THUS FAR

- ❖ 19 sites are implementing comprehensive ESG roadmaps towards 2030:

- GHG emissions
- water use
- waste management
- pollutant emissions
- biodiversity
- social/community

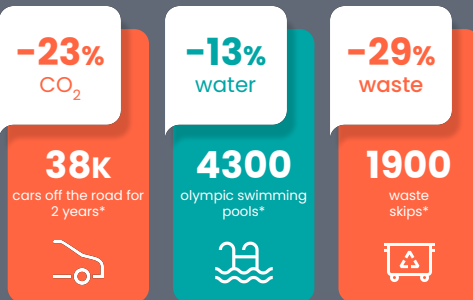
WHAT NEXT

- ❖ Remaining 37 industrial sites will develop their roadmap by end of 2024



Embedding ESG roadmaps in operations

IMPACT 2023 VS 2021 (19 SITES)



AMBITIONS 2030 vs 2021 (19 sites)



*Syensqo reference estimated based on 2023 progress



Embedding
sustainability
culture

530

sustainability
initiatives



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Biodiversity & Community Action

A Strategic Advantage



Nature absorbs more than 50% of the CO₂ emissions. Oceans absorb ~25% and land (forests, wetlands, grasslands) absorb ~30%

CONTEXT

❖ The *sixth extinction*

85% of the world's wetlands have disappeared



More than 1M species threatened with extinction



Climate change is the third driver of biodiversity loss



❖ 6 Planet Boundaries are already crossed

❖ Kunming-Montreal - Global Biodiversity Framework

- 23 targets by 2030 to halt & reverse biodiversity loss
- Restore & protect land and oceans

❖ Nature restoration (oceans, land, forests...) is imperative to tackle the climate crisis

Today at Syensqo: 15 biodiversity roadmaps

WHAT NEXT?

END 2024

30
Biodiversity roadmaps

2025

Biodiversity roadmaps at all industrial sites

❖ Track impact at Group level:

- Species protection
- Land restoration
- Water management
- Education of employees and local communities

❖ Multiply the number of nature conservation projects involving local communities:

FENGXIAN:
planting trees with disabled people

TAVAU:
plantations with seniors and pupils

MOUNT PLEASANT:
building duck boxes with local high school



Oldbury site
preparing for

Wildlife Habitat Council (WHC)

certification



WILDLIFE HABITAT COUNCIL™

50 trees

150m hedge

300 spring bulbs

Strong relations with neighborhood



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Circularity & Sustainable Solutions

2023

13%

of Group sales
contribute to
Circular Economy

0.9B€

2023

60%

of Group sales
contribute to
Solutions

4.1B€

CONTEXT

- ❖ Growing demand for renewable based, lower environmental impact products & increasing regulatory pressure – create opportunity to innovate & grow faster

HOW WE GOT HERE?

- ❖ Recognized fact based frameworks (Life Cycle Assessment and Sustainable Portfolio Management tools to identify the key environmental impacts and market signals of our portfolio. Addressing these through innovation and operational changes enables upgrading of our portfolio and value creation with our customers

Higher growth vs top line since 2021

IMPACT THUS FAR

- ❖ Since 2021, Higher growth of Circular Sales(+10pp) and Sustainable solutions(+5pp) vs our top line.

Innovation platforms created, unlocking further growth potential...

+10%

higher growth
in Circular
Sales

+5%

higher growth
in Solutions
(SPM)



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Transformative Innovation

ECHO PRODUCT LINE

- ❖ Engineered resins with bio-based, recycled raw materials for use in hemodialysis membranes and consumer applications such as smart devices.

ECHO

More sustainability,
same performance.

UP PRODUCT LINE

- ❖ Uses bio-based & renewable raw materials (i.e wood waste) for uses in hand dish wash and body washes and delivers significant CO₂ footprint reduction.

UP
Bio-Circular
Solutions

Value Creation & Green Transition

WHAT NEXT?

- ❖ Innovation Pipe of >3.5B€ of solutions.
- ❖ Circular sales to double vs 2021
- ❖ Collaborative approach with suppliers and customers to accelerate the sustainable (green) transition
- ❖ Accelerating growth & green transition through the platforms.
A 10B€ opportunity in:

- Electrifying mobility
- Green Hydrogen
- Circularity through Biotechnology
- Lightweighting

>10B€

Market
opportunity
by 2030*

>3.5B€

Innovation
Sales Potential
by 2028

* Addressable market for Syensqo Platforms

5

Social Inclusion & People Agenda



Signatories of The Ten Principles of the UN Global Compact



Collaboration with CSR Europe on Human Rights Due Diligence & Stakeholder engagement

ecovadis ETHXBASE360



ESG Assessment & screening of suppliers*, with focus on labor & human rights. Low performers are systematically audited

CONTEXT

❖ **Social equity** and **Human rights** are at the top of the agenda of regulatory bodies, customers, civil society groups and corporations, not only for our own workforce but also the communities around our sites and the workers in our value chains.

❖ Our targets:

- Safety RIIR: **aim for zero**
- **Gender parity in 10 years** (for managers S19+)
- 100% of our workforce earning a **Living Wage** by 2026

IMPACT THUS FAR

- ❖ **Safety:** significant improvement on RIIR (Reportable Injuries and Illnesses per 200,000 work hours) in 2023 (0.28 vs 0.42) with **no Irreversible Injuries or Fatalities**
- ❖ **Gender Equity:**
 - **28% of women in leadership** (+4% vs 2022)
 - **16 weeks of paid parental leave** (regardless of gender) to raise the bar for gender equality
- ❖ **Talent Attraction:** over 70 “graduated” fellow from our FFF program
- ❖ **Supply Chain:** ~90% of our core suppliers were assessed with focus on labor & human rights.

WHAT NEXT?

- ❖ Continuous **Safety Dialogues** with sites
- ❖ **Living wage*** gaps to be addressed for >50% of employees in 2024 (us, uk, China)
- ❖ **Social roadmaps** as part of the Star Factory Program
- ❖ Systematic **supply chain screening**

*Living Wage: remuneration sufficient to afford a decent standard of living for a standard family's basic needs. A standard family defined as 2 adults and the avg number of children based on the fertility rate of the country.



+300

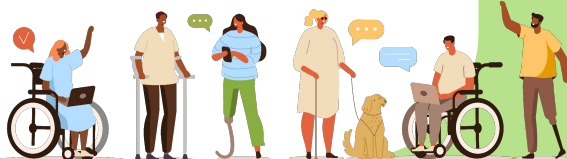
leaders participating in Inclusive Leadership Workshop

+400

women have participated to the A-Effect Leadership Development Program

44

active FFF fellows worldwide



*Core suppliers: significant spend /critical for the business



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6

Local and community engagement

Oldbury 40 years of community engagement

Gaining community trust and creating an effective communication channel

Zhangjiagang Safety and Emergency Response

The HSE emergency response plan team recognized by the local government for its efforts in responses to **local emergencies**

Itatiba Youth Agenda:

Contribution to local education through an educational program recognizing the **best students** in the city's public schools

CONTEXT

- ❖ Community engagement is a key lever that enables us to build relationships, foster trust, and drive positive social impact
- ❖ Regulations (eg CSRD) are also requiring companies to collaborate with communities to ensure responsible business practices

WHAT NEXT

- ❖ Local employability and community engagement roadmaps as part of the Star Factory Program, with the ambition to extend to R&I and Admin sites
- ❖ Synergies with the local biodiversity initiatives, specially in sensible zones



IMPACT THUS FAR

- ❖ **Citizen Days 2023** with **32 sites** engaged and over **11k participants**
- ❖ **Solvay Solidarity Fund** donated ~1.9M euros to a number of initiatives organized at global and site levels
- ❖ **Societal actions** organised by 61 sites in 2023

Fabbriche Aperte Lab @Spinetta

a series of events with visits dedicated to social responsibility and sustainable development for the local area and community



Bollate & Spinetta being in the **top 10** of the sites with more societal actions organized over the year

+350

social actions at site level globally in 2023



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Creating impact through **collaboration**

COLLABORATIONS



MILESTONES



2024

JAN

FEB

MAR

APR

MAY

JUNE

JULY

AUG

SEPT

OCT

NOV

DEC

EVENTS





SYENSQO
ADVANCING HUMANITY

