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## **Editorial**

"Half of the new buildings in the world still lack energy codes," according to the Executive Director of the UN Environment Programme.¹ Very few countries actually impose minimum thermal efficiency requirements for new build and renovation projects. Although humans are rarely favourable to restrictive frameworks, there are several reasons for us to radically rethink how we address the subject in this particular case.

The first has to do with a building's lifespan. This will very often be more than several decades. Current forecasts indicate that by then the climate will be nothing like it is today! Failure to anticipate will lead to major difficulties, both societal and economic. No need to look so far ahead: for the first time in France, climate change has joined cyber attacks as one of the major risks faced by insurance companies.<sup>2</sup> Refusing to adapt as of now will only make the slope harder to climb.

The second reason is linked to physical emissions of greenhouses gases in the world. The building sector accounts for a third of these emissions, mainly due to its huge needs for raw materials and energy, still mainly of fossil origin. And yet the building industry is making some significant and commendable efforts to decarbonise. But the trajectory varies considerably according to country and the regulations.

Pessimistic? Not at all! Most of the technologies and solutions already exist in the building sector! So what we are calling for is a general acknowledgment of the issues and a paradigm shift.

As you know, SOPREMA has always been at the forefront of these efforts. We strive to work out our carbon emissions intensity as seriously as possible, and we have been working since the beginning of 2000s on the main issues involved in reducing it. Knowing how to collect carbon data across the entire value chain of a fast-growing international group is a complex matter. Nevertheless it is essential to do so if we are to plan seriously for the future and structure our overall approach.

We are therefore developing more actions than ever before to address the underlying issues that affect the technical performance of our systems, to promote renewable energies, to help combat urban heat islands and to improve water management. Functionalising roofs to deal with these issues is, fortunately, easier to do with flat roofs, which are set to see significant development.

We are convinced that our investment in these themes is a source of positive externalities for the Company.

Our internal stakeholders are keen to take up these challenges. This ambition is reflected in the non-financial reporting, which has never been as extensive as it was in 2024 (> 90%). It is very rewarding to see our teams so proud to present the actions they have undertaken. Industrial and product innovations, but also lots of small changes are being made in the Group to our great satisfaction. You will find many examples of these efforts and changes in this new Non-Financial Performance Report.

I would like to express my warmest thanks to everyone in the Group for their enthusiasm and the day-to-day commitment that enables us to learn and grow together!

To conclude this editorial, I would just like to remind you that all of services offered by the SOPREMA Group aim first and foremost to meet a simple but fundamental societal need: to provide living spaces (workplaces, houses, apartments, etc.) that are resilient, protective, comfortable, efficient, economical and functional. "Building for Life" is therefore an integral part of this desire that motivates everything we do every day.

The world is currently in the midst of geopolitical upheavals that are beyond our control and even comprehension. Against that background, SOPREMA will stay on course and keep adapting to meet your needs and expectations as closely as possible.

#### We will continue to work for and with you, come what may!

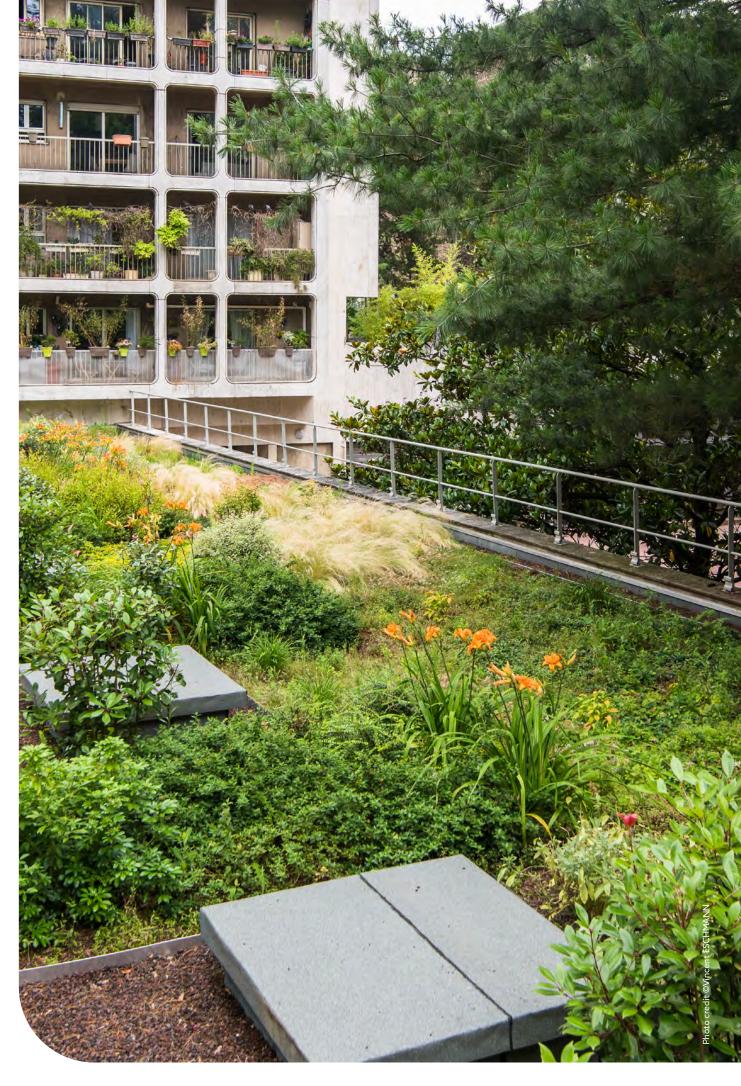
Thank you for your continued trust. I hope you enjoy reading our report!



Pierre-Etienne BINDSCHEDLER Chairman and CEO

Declaration by Inger Andersen, Executive Director of the UN Environment Programme - annual report

<sup>&</sup>lt;sup>2</sup> According to a report published at the beginning of February 2025 by France Assureurs







# 02

# DESCRIPTION OF THE BUSINESS MODEL

The history of a family	9
Our three main growth areas	11

The DNA of the SOPREMA Group 15





#### The history of a family

SOPREMA has been protecting living spaces and improving individuals' well-being since 1908, thanks to innovative, sustainable waterproofing, insulation, greening and soundproofing solutions for builders, and specifically for roofing, the building envelope and civil engineering.

A century-old company that is aware of its influence and the importance of its role for the future. At SOPREMA, this conviction is what drives us to move the construction industry towards smarter, more responsible and resilient environments all over the world.

In doing so, we remain faithful to the values that have always set us apart: enterprise, innovation and success, respect for nature, being bold in benevolence and building for the future.

Because every action we undertake today in our day-to-day activities will have an impact tomorrow, it is our individual and collective duty to ensure that that impact is a positive one.

Because the Earth is our home, and we have to do everything we can to keep it safe and sound.

#### **Building for Life**

#### A family firm since 1908

Founded in Strasbourg under the name "**Usines** 

Alsaciennes

d'Émulsions"

1908

1909

First flagship product: **Mammouth**® 1941

Creation of the company SOciété des Produits and Revêtements d'Etanchéité MAmmouth

2023

Inauguration of the new head office building, "Le Grand Charles" in Strasbourg **BUSINESS MODEL** CARBON TRAJECTORY CHALLENGES SUMMARY OTHERS METHODOLOGY ANTI-CORRUPTION

#### The SOPREMA Group today



billion euros of turnover in 2024



over 12,300

employees worldwide including 5,589 in France in 2024



over 120

production facilities around the world (Insulation - Waterproofing - Recycling - Smoke extraction - Steel structures - Timber frames -Sealants & adhesives - Geotextiles, etc.)



over 130

subsidiaries all over the world.



training centres in 16 countries



**A** 74

Research & Development centres

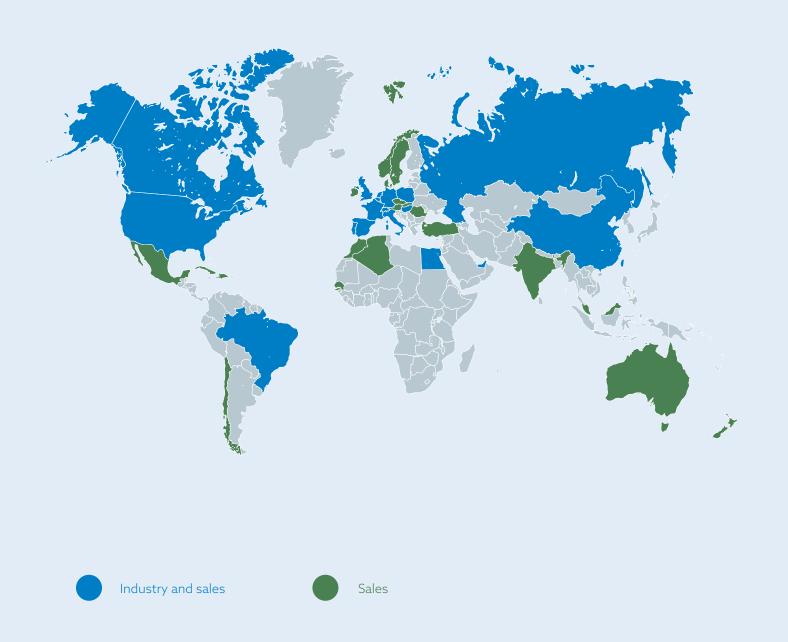


**280** 

patents maintained and updated

## Our three main growth areas

Industry and sales



#### 2 Works and services

#### Roofing



Insulation & waterproofing of flat roofs



Conventional and industrial roofing



Sopramiante asbestos removal



Roof safety



Smoke control, roof lighting & natural ventilation

#### Building frames / metalwork



Structural steel



Glulam structures



Architectural metalwork

#### Façade cladding



Single and double-skin cladding



Rainscreen cladding



Sandwich panels



Airtightness work



External wall insulation



Façade renovation

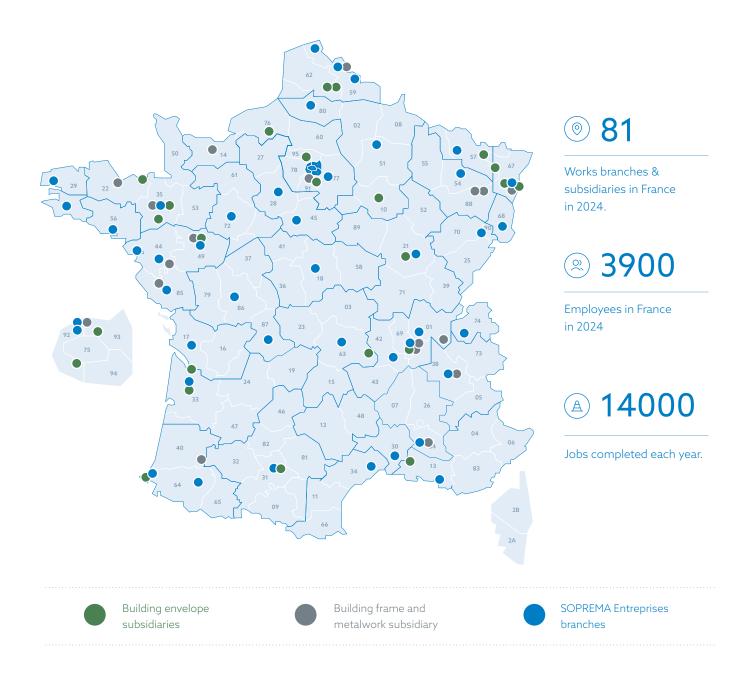
#### **Departments**



SOPRASSISTANCE: rapid interventions, maintenance, small iobs



Fire safety and smoke extraction systems



## 3 An organisation specialised in the building envelope sector (Adexsi Group)



Natural & architectural smoke extraction



Natural lighting & ventilation



Consulting in fire safety & natural energy management



#### The SOPREMA Group's DNA

The company history is linked with social trends and their challenges. As a responsible and pioneering manufacturer, SOPREMA has continually adapted its product offering by developing environmentally friendly solutions and systems incorporating a growing number of bio-based construction technologies.

And so, over the years, functionalising roofs has become a priority for our Group. Greening (an innovation developed by our teams over 35 years ago!), photovoltaic power generation solutions and the manufacturing and installation of insulation, for example, have all been added to SOPREMA's product portfolio.

Since the early 1990s, SOPREMA has accelerated its transformation, taking numerous initiatives to limit the environmental and human impact of its products and activities over the entire lifespan of a building, from construction to operation to demolition. SOPREMA R&D policy has a clear Sustainable Development focus, and this is reflected in measures to limit its environmental impact including using more resources from renewable or circular economy sources in its production, and other concrete applications within its plants.

The Group's DNA is encompassed in a set of robust historic values: integrity and respect, constant innovation, listening to all stakeholders, ambition but also humility. These are genuine assets in a constantly changing world. The Group's steady growth, however, obliges us to be mindful of the serious challenges facing us all: increasing scarcity of primary resources, acceleration of climate change, increased pressure on usable water resources, biodiversity in free-fall and a quest for meaning among our customers, employees and suppliers, but also a general economic downturn.

Our strategy is therefore to work with all our internal and external stakeholders across our different business to address multiple challenges:

- Reduction of the use of fossil fuels and materials in our products and factories.
- Integration of societal issues as a pillar of the eco-design of our products.
- **Continuous improvement** of the quality, performance and resilience of our solutions and systems.
- The involvement of all our employees in close collaboration with our customers and take account of their needs.
- **Re-use and recycling** of our industrial waste and that of deconstruction sites.

This strategy is accompanied by reflections and concrete actions to integrate sobriety at the heart of our business model. We are convinced that the combination of innovative technologies and collective and individual awareness can contribute to a more effective response to the urgent challenges facing society.

### The Group's business model

Our business model is based on the Group's DNA. It is built around very ambitious goals, backed by sustainable growth and a favourable long-term outlook for the Group:



#### Responsible sourcing

- Opting for short supply channels whenever possible
- Optimising the carbon footprint of logistics
- Using more and more eco-sourced raw materials (bio-based and/ or from the circular economy)







## Exemplary research and production

- · Choosing frugal eco-design
- Developing engineering of our production processes in house
- Encouraging the search for energy sobriety
- Increasing the share of renewable energy produced by SOPREMA
- Reusing production scrap whenever possible



## Local sales and logistics

- · Giving strong guarantees
- · Digitalising processes
- Training and informing our customers
- Prioritising geographic proximity with our customers





## Low-carbon buildings

- Extending building lifespans
- Offering a range of products with the lowest possible carbon footprint
- Making buildings efficient overall
- Sorting and recycling a maximum of materials on building sites







## implementation

- Providing support and follow-up
- · Keeping worksites safe
- Taking account of health and quality of life at work





## Responsible product offering

- Mitigating the urban heat island effect
- Managing water on roofs
- Producing energy on roofs
- Providing and offering technical solutions that favour natural energies





# Anti-corruption practices

In a context of strong growth in an economic environment subject to ever increasing pressures, the Group is faced with constantly growing responsibilities, societal responsibilities in particular.

These require constant action on our part to promote ethical behaviour and prevent breaches of probity of all kinds.

This commitment is in line with the various national and international standards in this field, which have created a more demanding legal landscape for public and private economic actors, in order to combat breaches of probity more effectively.

In France, this has in particular involved the application of a law passed on 9 December 2016, known as the SAPIN II Law on transparency, the fight against corruption and the modernisation of economic life. Since it falls within the scope of this law, the SOPREMA Group has drawn up and has for several years been actively deploying an anti-corruption programme that aims to be as robust and effective as possible.

#### This multi-annual and multigeographical scope compliance programme aims in particular to:

- Identify and analyse the risks to which the Group could be exposed (i.e. risk mapping regularly updated).
- Manage those risks by actions on prevention (i.e. targeted and general awareness-raising measures, introduction of a Code of Conduct, etc.), detection (i.e. an internal whistleblowing system, stronger control measures) and remediation (i.e. corrective actions, disciplinary measures).

Once again this year, the SOPREMA Group has striven to deploy and complete these measures in order to maintain its high standards in this area, both in its French subsidiaries and those abroad.

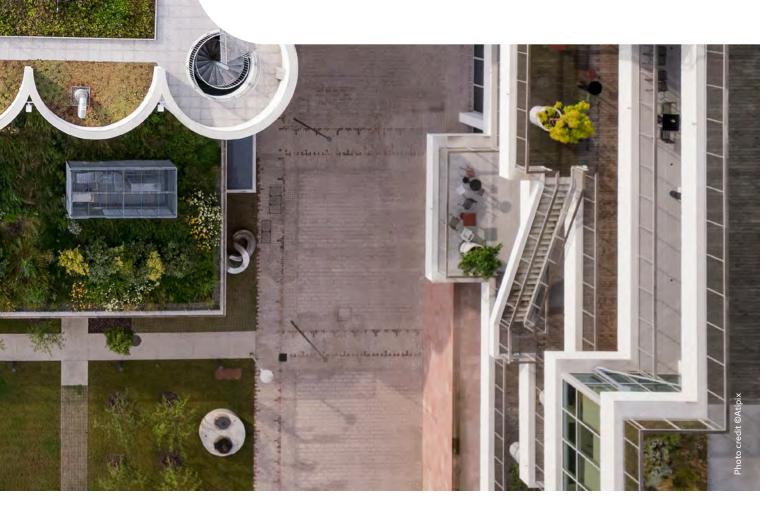






# 04

## **SOPREMA GROUP'S CARBON TRAJECTORY**



# Recalculation of the carbon footprint for 2021, the reference year

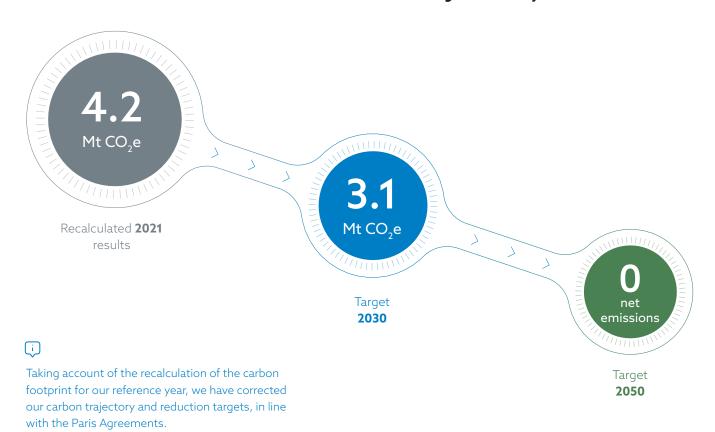
The editorial of this new NFPR is an opportunity to repeat that climate change, both its causes and its consequences, is a major focus for the development of our actions.

In 2024, the SOPREMA Group chose to update its carbon footprint for its entire value chain for 2021, its reference year. There were several reasons for doing this. Firstly, improvements in methodology made possible by better tracking and exploitation of our data in house has allowed us retroactively obtain more data for the year 2021, in particular on our purchases and sales representing the majority of our total carbon footprint. Furthermore, the revision of the emission factors (sometimes upwards)

in the databases based on advances in scientific knowledge also justified the updating of our carbon footprint for 2021.

After implementing all of these updates, our recalculated carbon footprint for 2021 comes in at **4.2 Mt CO<sub>2</sub>e** instead of **3.3 Mt CO<sub>2</sub>e**. This increase reflects the greater accuracy and better command of our internal data as well as a more complete supplier database. It demonstrates the SOPREMA Group's willingness to tackle the issue as rigorously as possible.

#### Modification of the carbon trajectory



**SOPREMA** Non-Financial Performance Report 2024

# Calculation of the 2023 carbon footprint

SOPREMA has also recalculated of its carbon footprint for the year 2023 following the same methodology based on the "GHG protocol" and the recommendations of the SBTI.

The 2023 results are relatively stable compared to the recalculated 2021 results, even though 2023 was a year marked by organic growth of the Group and more accurate non-financial reporting. However, SOPREMA must continue its efforts by activating the levers that will enable it to reach its inflection point and come into line with its projected carbon trajectory for 2030 and 2050.



## External growth and carbon footprint

The question of how the SOPREMA Group's external growth is accounted for in the calculation of its carbon footprint is a complex one. Of course, we have to adapt to the changes in the scope and measure the GHG emissions of all of our new entities, which will lead to changes to our carbon trajectory. It is in this context that SOPREMA is working on a daily basis to improve the collection of data for all its entities so that they can participate as quickly as possible in the improvement of the Group's carbon performance.





## THE CHALLENGES **FACING SOPREMA**

Materiality matrix



### Materiality matrix

To publish its non-financial performance report, SOPREMA has put in place appropriate tools to address its regulatory obligations and above all to:



**Manage its** sustainable development objectives.



**Link** its business lines to overall Group performance.



**Give meaning** to its employees and unite teams.



**Reinforce** internal and external communication on non-financial subjects.

The materiality analysis conducted in 2019 was updated in 2022. It was an opportunity for us to undertake an in-depth review of the process of identifying and ranking our non-financial risks and challenges.

Following the updating of our stakeholder map, we conducted interviews with about thirty stakeholders, both internal and external. As well as engaging a dialogue and gaining an insight into their expectations, these interviews helped us to identify the activities, trends and issues we need to prioritise.

These were then included in a large-scale online survey conducted with all our stakeholders.

Each issue was thus assessed according to the importance of its impact on the business by 118 stakeholders (customers, suppliers, employees, local authorities, etc. The results obtained were analysed from the point of view of the impact for external stakeholders and the impact on the SOPREMA Group's business, then ranked into 3 categories:

- 1
- **KEY AND STRATEGIC ISSUES**
- 2
- **IMPORTANT ISSUES**
- 3

#### **ISSUES TO MONITOR**

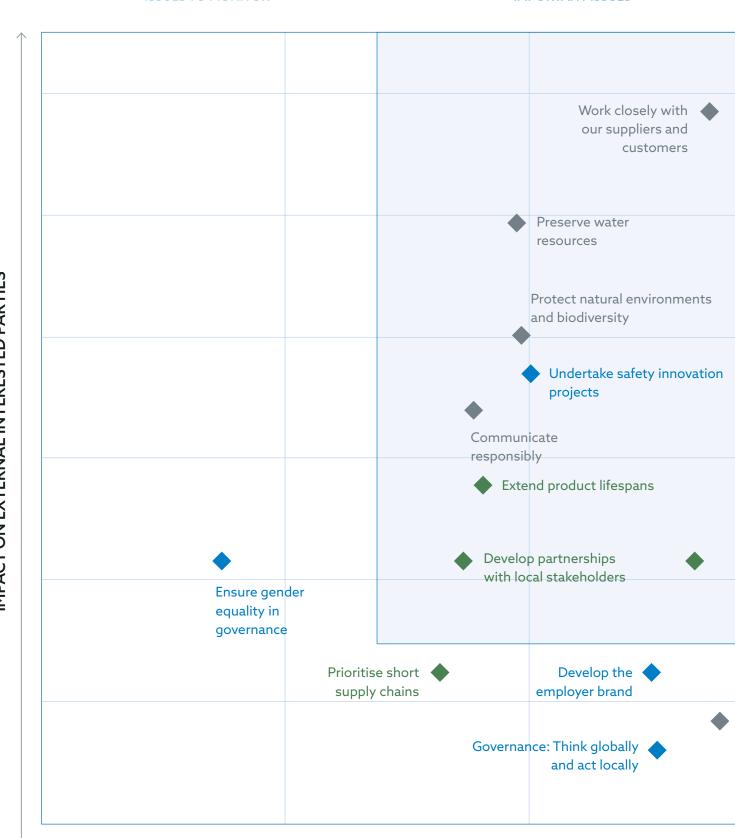
Each of the issues in the "key and strategic issues" area of the map was subjected to an internal risk analysis, followed by the formulation of a commitment linked to an indicator. A target was systematically set for 2030 in order to give a direction to our actions. It should be noted that the actions linked to one issue may actually feed into several issues without this being problematic (for example it is easy to understand that an action on renewable energy production (issue 10) will have a positive effect contributing to the reduction of our greenhouse gas emissions (issue 1)).

On the whole SOPREMA Group has been able to prioritise the non-financial challenges and risks facing the company with regard to the expectations of its different stakeholders. By the end of 2025, we will be launching a new analysis that takes account of a constantly changing overall context and the challenges of double materiality.



ANTI-CORRUPTION

OTHERS



#### **IMPACT ON SOPREMA'S BUSINESS**

#### **KEY AND STRATEGIC ISSUES**









## Strategic areas for SOPREMA

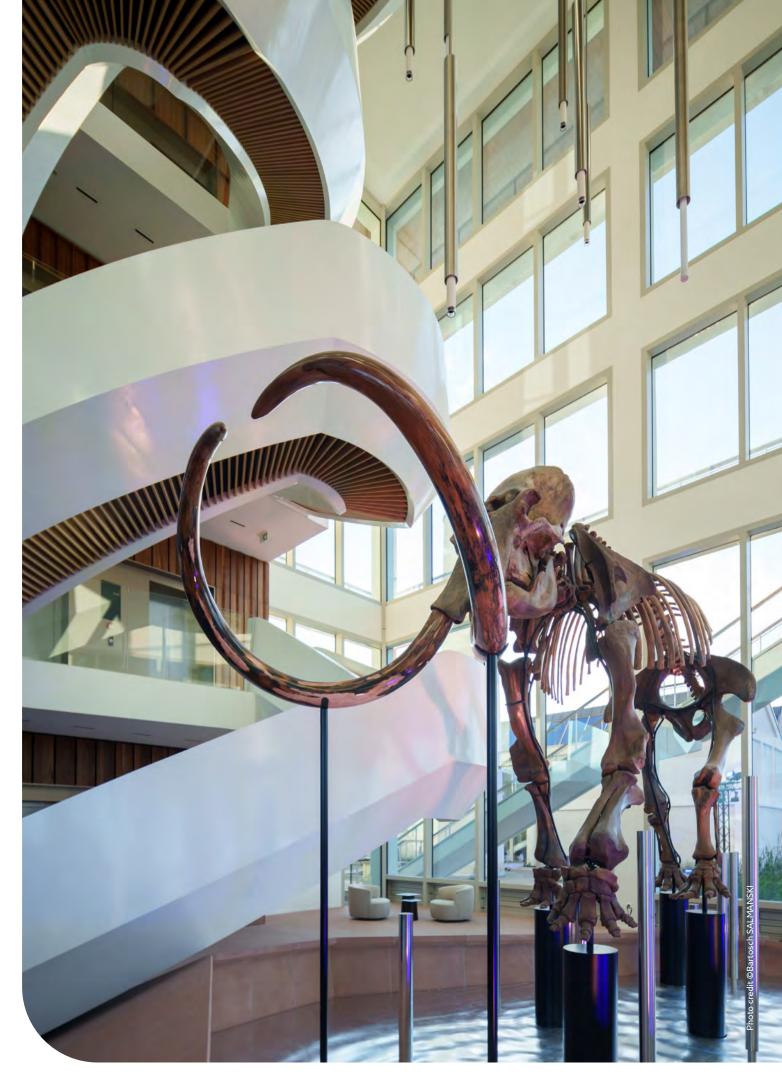
These strategic areas are oriented towards customer satisfaction and the uses of the products and services provided by SOPREMA. Each of the issues identified in this new materiality matrix fits into that vision and contributes to our constant efforts to design and propose solutions for sustainable buildings.















1

### REDUCE OUR GHG EMISSIONS

Sustainable development goals

MEASURES TO COMBAT CLIMATE CHANGE



PEOPLE FIRST



CIRCULAR ECONOMY



BUILDING FOR TOMORROW

In 2024, we carried out an in-depth review on this subject with the active collaboration of a specialist consultancy "Carbone 4".

This involved recalculating our carbon footprint for 2021 (our reference year) taking account of changes in methodology (in particular the taking into account of the latest known carbon emission factors) but also quantitative changes (2021 data only recently brought to our knowledge).

We applied the same method to the year 2023 across the entire Group based on the GHG Protocol. We then reconsidered our carbon trajectory.

This exercise is essential so that we "know what we are talking about". In particular it illustrates the need to audit the entire value chain rigorously on an ongoing basis.

Every year we calculate our carbon footprint as rigorously as we can with the aim of finding the point of inflection in our trajec-

tory. Reducing GHG emissions is indeed a major issue across all three of our CSR pillars. It constitutes our strongest commitment in our efforts to combat climate change.

The vast majority of the policies and measures described in this document contribute to our reduction objectives. And so our low-carbon strategy is integral to all of our activities, from the eco-design phase in Research and Development through to the end of life of our products. For reasons due to the timing of the publication of our NFPR, the value given for this key performance indicator (KPI) is the value for 2 years ago.

Group carbon footprint for 2023 (scopes 1, 2 and 3) Same site scope as 2021

4.3 Mt CO<sub>2</sub>e





#### **SOPREMA SPAIN**

#### Is reducing greenhouse gas emissions thanks to natural hydraulic lime

The construction industry is facing growing pressure to reduce its carbon footprint. Cement alone accounts for ~8% of the world's greenhouse gas emissions. To contribute to remedying this problem at our own level, we have partially replaced cement with natural hydraulic lime in certain products. Greenhouse gas emissions have been reduced by up to 35% without impacting the performance of our products.

Natural hydraulic lime requires lower production temperatures and reabsorbs 50 to 70% of the  $\rm CO_2$  during carbonation, meaning it has considerably less impact in terms of carbon intensity than cement. In 2024, we decided to launch three hybrid products containing natural hydraulic lime:

- → **G100 Super & G100 Flex** High-performance adhesives for low-absorption ceramic tiles.
- → GECOL Term Cementitious adhesive for insulation boards.

In spite of the higher cost of the raw materials, natural hydraulic lime offers breathability, flexibility and environmental advantages, in line with market demand for more responsible construction solutions.

Our commitment to sustainable development is leading us to develop low carbon emission products that maintain high levels of performance.

#### **ADEXSI**

# Is reducing emissions thanks to natural energy

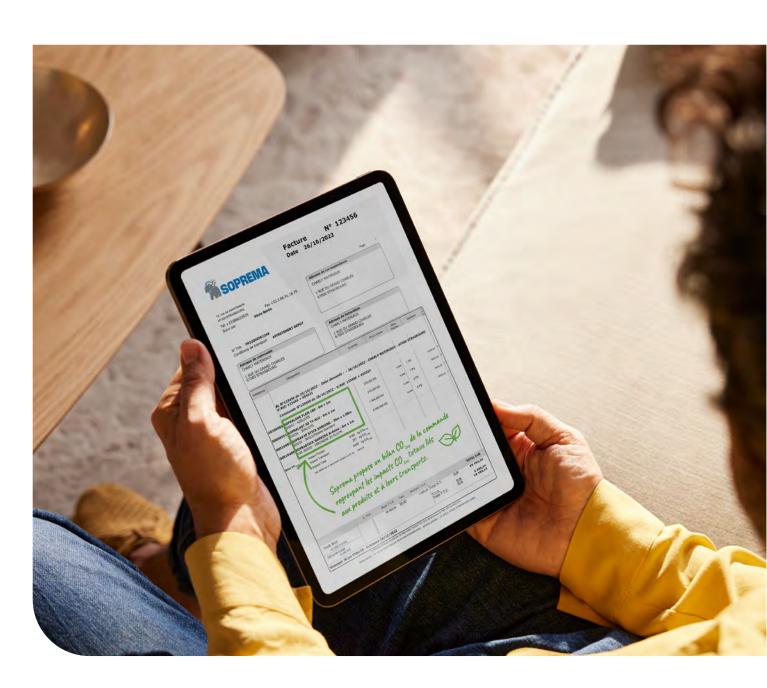
Our natural energy specialist recently renovated its production site in Luynes using the best techniques available to increase the amount of natural light and cool the buildings in the most economical way possible in hot weather (Adiabox).

For the new construction, these features were integrated in the design to allow maximum effectiveness over the entire life of the building. These solutions were completed by insulation that meets the highest standards and photovoltaic solar panels on the roof.

The combination of these technologies means our operators benefit from optimal lighting and good thermal comfort whilst also drastically reducing energy consumption.

#### focus

# Make informed choices: SOPREMA tells you the carbon footprint of its products and solutions



### A concrete measure to reduce GHG emissions

SOPREMA has been actively taking measures for more than 30 years to put its commitment to more responsible construction into practice and reduce the environmental footprint of its solutions. Today, we are going even further by making carbon data a central part of our customer relationship.

#### A pioneering commitment in the industry

SOPREMA is the first in the industry to include such environmental data in its quotes and invoices. An initiative launched in France in October 2022 when it started to include the carbon footprint of its solutions on its invoices, followed by its quotes in April 2023. Since 2024, this information has also been accessible on the website soprema.fr.

This trend has now become international, as SOPREMA Portugal started to include the carbon footprint on its quotes and invoices in March 2024. And that's only for starters! Very soon Belgium, Denmark, Spain, Ireland, the Netherlands, the United Kingdom and Sweden will be joining the movement.

## Why measure and display our products' carbon footprint?

The objective is clear: to provide more transparency and support our customers so that they can make more responsible choices. This initiative is part of SOPREMA's overall strategy to reduce the carbon footprint of the construction industry.



**Greater transparency:** Our customers can access precise, reliable information drawn from individual or collective Environmental Product Declarations (EPDs).



**Environmental responsibility:** This initiative is part of the overall strategy to reduce the Group's impact.



**Personalised support:** By helping professionals towards a better understanding of the environmental impacts of the choices they make, we are contributing to raising collective awareness of the need for buildings to be more respectful of environment.

## Understanding and interpreting the carbon footprint

Our products' carbon footprint is expressed in **kg CO<sub>2</sub>eq/ Sale unit** and is based on modules A1, A2 and A3 (production impact) in individual or collective EPDs.

Our bio-based insulation materials (in particular cellulose wadding) allow us, based on current scientific knowledge, to say that this type of insulation sequesters carbon. That's why we are able to use a "-" sign on our quotes and invoices for the GHS part.

## A development that moves the industry forward

Displaying the carbon impact of our products and solutions on our quotes, invoices and websites marks a major step forward for the industry. We are convinced that by integrating these issues from the earliest phases of a project, together we can speed the transition to a more responsible building industry. More than a simple indicator, it is a genuine lever for informing better, raising awareness and acting together to renovate and build for the future.



# PROMOTE A CSR/ **QHSE CULTURE**

Sustainable development goals

QUALITY **EDUCATION** 

CLIMATE **ACTION** 



**PEOPLE FIRST** 



**BUILDING FOR TOMORROW** 

Changes in individual behaviours are an important element in our low carbon strategy. Following the extensive work done on the Group's carbon footprint in 2024, we have confirmed that our priority is to focus on the items responsible for the most GHG emissions, namely: raw materials and the use and end of life of our products, but also our supply chain.

We are implementing specific action plans on these subjects to reduce their impact.

To reduce our emissions everywhere that they take place, each employee is invited to take ownership of the role they can play in achieving the Group's emission reduction objectives. That is why we are committed to promoting a CSR/QHSE culture with as many of our staff as we can, with Climate Fresk sessions for example. To monitor the effectiveness of this policy in a simple but informed way and therefore control the related risk, we have decided, among other things, to measure the fuel consumption of our fleet of vehicles at Group level and to track it at entity level. In fact fuel consumption depends to a large extent

on driving habits and is a good example of how individual behaviour can affect direct emissions. In 2024, our indicator showed a very positive trend thanks to better behaviour, a fleet with more recent vehicles and a more marked changeover to electric vehicles. Our objective is to accelerate this trend of reducing our consumption of fossil fuels in the coming years, which will have a direct impact on our scope 1.

But we also wish to develop social actions within the Group in order to promote positive environmental externalities. It is by diversifying those actions that we can contribute to creating a more favourable environment

Number of litres of fossil fuel

10,643,381 litres





#### SOPREMA CANADA

#### Is promoting sustainable mobility for its employees

In June 2024, SOPREMA Canada launched its new sustainable mobility policy to encourage the use of the train, bus and carpooling for employees' workrelated travel. SOPREMA organises an annual draw with prizes of \$150 in gift tokens for staff who meet the requirements of this policy. This also includes the addition of reserved carpooling parking spaces.



Train and bus journeys: Representing more than 202 work-related trips in 2024, 73,645 km were travelled by bus or train. This represents a 23% increase on last year.



Carpooling: Representing more than 378 work-related trips in 2024, 127,357 km were travelled by staff using carpooling. That accounts for 3% of the mileage expenses paid to staff using their own cars.



#### Reserved carpool parking spaces:

To encourage carpooling for the commute to work, more than 30 reserved parking spaces were added on the sites in 2024. That covers 65% of the sites and 92% of employees in Canada.

Image caption: Employees at SOPREMA Canada's headquarters in Drummondville taking advantage of the new reserved carpool parking spaces in summer 2024.

#### SOPREMA NORTHERN EUROPE

#### Is helping people in difficulty

At SOPREMA Northern Europe, care for people is at the heart of everything we do. We believe that sustainability is not only a question of environmental solutions, but also social responsibility. That is why we actively work to support local social projects.

One excellent example is the Safety Day at Grobbendonk in 2024. For the catering, we purposefully chose In de Soep, a social enterprise that employs people who have been out of the labour market for long periods. We just brought everyone together around a bowl of soup! A nod to an English expression, "to be in the soup", which means to be in a difficult or unpleasant situation. But for us, above all it is about creating opportunities.

Our commitment goes beyond a single event. For the maintenance of our green spaces in Belgium, we employ an organisation that provides work for disadvantaged people. This means that not only do we benefit from a pleasant, well-maintained environment, but we are also contributing to the inclusion of vulnerable people.

In the Netherlands, we work with an organisation called "JOOOP". The principle is to support people who face difficulties finding employment to begin working in our factories.

At SOPREMA, we believe that real sustainability goes beyond products and processes. By supporting social initiatives and choosing inclusive partners, we are contributing to a better future for all. Because, for us, taking care of everyone is an essential part of being a sustainable enterprise!





#### SOPREMA UNITED KINGDOM

#### Is building a great team!

This year, the SOPREMA United Kingdom Christmas party was more than just a festive get-together! Following the recent acquisitions of Chesterfelt, YBS and Celotex, our team has grown considerably. For the first time, colleagues from all the divisions came together under one roof to celebrate being part of "SOPREMA United Kingdom" together.

Everyone enjoyed a good-humoured event in an excellent atmosphere. This party was a chance for our teams to connect, strengthen relationships and really feel that they are part of one big family.

As we look towards a promising future, this celebration marked the beginning of a SOPREMA United Kingdom entity that is stronger and more united than ever!

#### SOPREMA EASTERN EUROPE

#### Is promoting CSR

Management is supporting employees' participation in sports races to foster a feeling of belonging to the Group and encourage working together. This year, our colleagues took part in the Poland Business Run 2024.

We have also bought nesting boxes to help promote biodiversity at Głogów, Mielec, Siedlce and Pyrzyce. In addition, we help to fund:



**An association** that promotes fire prevention



A disability management centre. This support provided to organisations in the immediate vicinity of our factories has been in place for several years and has long helped to anchor us in the local community. The funding provided is proportional to the quantities of our EPS products that we sell.



Finally, we are encouraging efforts to protect water resources at our head offices in Cracow and Grudziadz as well as on our Mielec site with the installation of water dispensers for our employees to avoid them using bottled water.



#### SOPREMA UNITED STATES

#### Is helping fight breast cancer!

In October, employees at head office in Wadsworth took part in a month-long campaign to raise funds for breast cancer research.

70 participants raised \$1,855 and SOPREMA United States topped this up with the same amount to \$3,710.

This sum was given to the Pelotonia Organization, a non-profit organisation based in Ohio which works with Ohio State University to fund cancer research.

# **ENSURE KNOW-HOW AND SKILLS ARE PASSED ON**

Sustainable development goals

**OUALITY EDUCATION** 

**DECENT WORK** AND ECONOMIC GROWTH



**PEOPLE FIRST** 

Know-how built up over almost 120 years! With more than 12,000 employees, the SOPREMA Group possesses a precious and varied body of skills that it is indispensable to preserve, pass on and especially develop.

This know-how is perpetuated by the men and women who make up the SOPREMA Group and who are the guarantors of its development. As a result, we ensure that all our employees have the training necessary to be able to do their job well and contribute to the Group's overall performance.

With the aim of managing this area as effectively as possible and controlling the related risks, we track the number of hours training undertaken by each

employee each year. Our ambition is to maintain a high number of training hours per employee in order to guarantee the homogeneity and sustainability of our skills. We are also careful to ensure the training we provide corresponds to properly identified needs. These needs can be very different from one country to another depending on the local context.

In 2024, the monitoring indicator continued to improve.

Average number of hours' training per employee (FCP1)

12.78 hours







#### SOPREMA FRANCE

#### Is supporting its staff in the age of Artificial Intelligence

Artificial Intelligence is redefining the way we work! To make the most of the advantages it brings, SOPREMA is offering its staff in-person training sessions. These two-hour interactive sessions are intended to demystify AI, highlighting the opportunities it offers and the challenges of integrating it in our everyday activities. Already almost 200 employees have taken this course, with a satisfaction rate exceeding 80%. A unique opportunity to enhance our skills and exploit all the potential offered by this technological revolution!

#### SOPREMA GERMANY

#### Is making it easier to master equipment in the field

To pass on knowledge in an interactive way, barcodes have been placed on production machinery. These barcodes can easily be scanned by employees. This takes them to a video in which an experienced worker explains how to handle the machinery and informs them on any potential hazards. This preventive measure is a way of consolidating good practices and sharing them effectively with a large number of employees.

#### SOPREMA NETHERLANDS

# Is organising "Knowledge Days" to train its employees

At SOPREMA Netherlands, staying informed means staying ahead of the game! That's why our technical department is organising "Knowledge Days", i.e. sessions designed to keep every employee up to date with the latest developments.

These training days cover all the essential information: they talk about new directives and future visions, but also inspiring projects and innovations. By sharing key information between departments, we can ensure that everyone is on the same page and has the knowledge they need to succeed.

The impact? A well-informed team that works more intelligently, collaborates better and moves forward together. Because at SOPREMA, knowledge is not just about power, first and foremost it's about progress!

#### **⊚** focus

# Training at the heart of SOPREMA's worldwide growth strategy





Training has always been a core part of SOPREMA's DNA. Experts in training matters since 1976, the Group has constantly developed its network of training centres in order to support its employees and customers to acquire new skills.

In 2023, SOPREMA had 48 training centres around the world. In 2024, the network was extended to reach 62 centres in 16 countries!

This rapid increase in the number of training centres around the world meets two key ambitions:



To constantly enhance our employees' knowledge and skills.



#### To offer quality training for building professionals

which gives them the skills needed to ensure optimum installation of our products and solutions, thereby guaranteeing their durability and long-term performance.

And the expansion does not stop there - we are continuing our efforts to offer training in different formats which are ever more in tune with the challenges facing our sector.

Here are some examples of training-related initiatives.

#### A look back at the Cool Tour: an original tour dedicated to SOPREMA's cool roofing solutions!

In 2024, SOPREMA took the Cool Tour round France - a unique event specially designed for our waterproofing customers. Organised in ten towns, the event put a spotlight on our different cool roofing solutions, including the Cool Roof, Green Roof, Blue Roof and Solar Roof.

Each stop on the tour featured a convivial reception, a detailed presentation of our systems using instructional models to allow participants to get a concrete idea of the benefits of our solutions. The events concluded with enriching exchanges between customers and SOPREMA experts where experience and good practices were shared.

Very well attended by enthusiastic audiences, the Cool Tour confirmed that there is a growing interest in innovative, sustainable roofing solutions. A tour that definitely made an impression and will no doubt have paved the way to further editions!

#### SOPREMA Spain - A first successful XPS training session in Tarragona

The first XPS training session held in Tarragona was a great success, with a large number of participants and very positive feedback. The presentations were recorded and will be kept to serve as official training materials.

Each subject was covered in depth, with comprehensive presentations exploring the history and development of XPS, but also the different suppliers. The requirements, specific features, best practices and installation recommendations were all described in considerable detail. This course is a precious source of information for new employees, whether they work in process engineering, operations in the factories or R&D.

This initiative strengthens our commitment to sharing knowledge within SOPREMA. So that we can continue improving our expertise, this training will be offered every year and will include new topics, technology updates and general information.



# **CONTRIBUTE TO** EMPLOYEES' HEALTH, SAFETY AND WELL-BEING

Sustainable development goals

**GOOD HEALTH** AND WELL-BEING



**PEOPLE FIRST** 

Our activities across multiple sectors of industry and construction (sectors known to be difficult and accidentprone) have led us to do everything possible to reduce accidents and greatly improve working conditions.

Safety is an everyday commitment for our teams. Numerous actions have been implemented across all our entities. To better control the health and safety risks, we have opted to rely on two conventional, but highly effective indicators, accident frequency rate and severity rate.

We have seen a significant improvement in our accident frequency rate since 2023. However, the severity rate has risen since 2022. These results have to be seen in the light of the expansion of our average scope with the arrival of new entities in the Group in 2024. A period of integration and appropriation of the Group's safety culture is therefore necessary. We therefore remain very vigilant on these indicators with the aim of moving the accident rate towards zero within the Group's scope.

Several sites have a zero accident rate - clear proof that it is a possible! Safety is more than ever a matter for everyone.

We are also attentive to the improvement of our staff's comfort, with a large part of the initiatives taking place at local level.

Frequency rate for workplace accidents (TF1)

24.24

Severity rate for workplace accidents (TG)





#### SOPREMA GERMANY

#### Is improving workstation safety

We have set up what we call "Crash Points", to make employees aware of the risks of working in hazardous areas. "Crash Points" indicate places where there is a potential danger, but also places where an accident has already happened even if corrective action has been taken in the meantime.

This pragmatic approach helps to limit accident frequency with the aim of tending towards "zero accidents".

#### SOPREMA BRAZIL

#### Is renovating to improve its employees' well-being

The locker rooms at the Guararema and Boituva factories in Brazil have been renovated to provide a more pleasant environment for staff.

This major refurbishment with more modern, comfortable and functional facilities has significantly improved quality of working life for the employees.

It also demonstrates the Group's desire to pay particular attention to integrating new acquisitions as well as possible.





#### **ADEXSI**

# Le Labo is investing in Fresh to improve its employees' working conditions

Greening is a particularly effective response to the urban heat island (UHI) phenomenon, as it creates cool areas.

Sopranature is innovating with its Fresh system, a roof greening solution designed to maximise urban cooling. By combining plants with high evapotranspiration values with smart, low water consumption irrigation solutions, the water vapour created lowers the temperature locally and creates a cool island.

The system can be perfectly integrated into a multi-purpose flat green roof, offering a tailored solution that emphasises landscape design and the optimisation of roof spaces. This hybrid approach allows trafficable areas to be combined with inaccessible planted areas, thereby helping to improve the occupants' living environment whilst enhancing their health and well-being.

By giving a new dimension to the flat roof, Fresh can transform an often under-used space into a haven of greenery that helps to preserve biodiversity. The Fresh system offers occupants access to a special kind of natural environment favouring relaxation, well-being and connection with nature whilst significantly improving their day-to-day comfort. By adopting this solution, Le Labo, the new Genatis Research & Development centre in Luynes, the only one of its kind in Europe, is demonstrating its desire to create a working environment where well-being and performance go hand-in-hand.

#### SOPREMA FRANCE

#### Feedback after a year and half of operating Le Grand Charles

Since mid-2023, almost 300 employees have been working in Le Grand Charles every day. After 18 months in operation, we note with satisfaction:



#### The popularity of the company canteen:

almost 300 meals served every day and a high user satisfaction score.



#### A marked enthusiasm for the sports facilities,

both indoor and outdoor. Much appreciated, they both contribute to the well-being of our employees and help foster a cohesive team spirit. In particular we have seen almost 250 employees join the Mammouth Club 1908.



#### A landscape that improves even more

**as time goes by**, enriching biodiversity. Our outdoor spaces are now home to frogs, dragonflies and a wide variety of birds, especially visible in spring.

Our head office is not just a place of work, it's a place full of life that facilitates conviviality and lasting commitment!





#### SOPREMA EASTERN EUROPE

# Is reinforcing internal communication thanks to language lessons

Being able to communicate is essential when it comes to ensuring the Group's standards – on safety in particular – are understood by all. It is also a way of facilitating the integration of new staff members and therefore contributing to their well-being at work.

That's why the top management have decided to start a large number of English language courses to make communication easier within the Group. More than 30% of our staff took English classes in 2024.

Management wishes to ramp up this initiative in 2025 so as to strengthen ties between colleagues who do not speak the same language.

#### **SOPREMA UNITED STATES**

# Is in training for everyone's greater good!

One of the strengths of the recently renovated American head office is its 140 m<sup>2</sup> fitness centre.

The gym is open 24/7 and allows employees to focus on their health and well-being, before, during or after their work day.

The fitness centre has a cardio workout area, a multi-purpose body-building station, weights and a fitness room for group classes.

# **SORT WASTE** BETTER/REDUCE **WASTE**

Sustainable development goals

**LIFE BELOW** WATER

LIFE ON LAND



**CIRCULAR ECONOMY**  The building and public works sector is thought to produce over 2 billion tonnes of waste globally, the great majority of which goes to landfill or at any rate is not valorised or recycled.

Faced with the major environmental impact of this waste, the number 1 priority is to reduce the quantity of waste produced, and then to improve sorting performance. There is a great deal of room for progress, both in the plants and on construction sites. To help improve the environmental impact of its waste, the SOPREMA Group has been tracking one key indicator for several years: the "waste performance rate". This indicator measures the effectiveness of waste management on our own sites. It has improved constantly since it was introduced, a source of great pride for us. This positive trend proves the effectiveness of the actions taken on the ground and that our teams internationally have taken this issue on board.

In 2024, we saw an unequalled improvement in our performance, and we are now considering what other indicators we could use.

There is still plenty of room for improvement. We must therefore keep up our efforts in this area crucial for the building world, whatever the country.

There are strict regulations, especially in France, that will incite all parties involved to be more rigorous in their approach throughout the entire value chain. More widely, in Europe the regulations on building waste are being tightened considerably.

The SOPREMA Group actively supports this trend, which is in line with society's expectations.

Non-hazardous waste performance rate





#### SOPREMA SPAIN

#### Is reducing its packaging waste

In the SOPRAXPS factory in Vallmoll, Spain, packaging waste from raw materials has been reduced considerably thanks to a joint project with our supplier. The cardboard tubes traditionally used for the wrapping used on XPS boards have been replaced by reusable PVC tubes.

On the logistics side, tube and pallet returns to the supplier are managed so that they correspond to the lorries delivering the rolls of wrapping. This joint initiative has allowed savings of 50% on cardboard waste (down from 11 tonnes to 5.5 tonnes a year) and 63% on wood waste (down from 19 tonnes to 7 tonnes a year).

#### SOPREMA UNITED STATES

#### Is covering its waste bins

In 2024, the waterproofing factory in Wadsworth, Ohio added lids to its waste skips. Previously, these skips were open-topped. This reduces the amount of water that can collect in the skips, in an area where rain and snowfall are a regular occurrence. It also makes the skips easier for our provider to empty, whilst increasing the amount of waste that can be valorised. Finally, we have greater control over the quality of the waste, which is beneficial from both an economic and an environmental point of view.





#### **SOPREMA ITALY**

# Is reducing unnecessary wood waste

At the Salgareda factory in Italy, circular economy practices have been strengthened thanks to closer collaboration with certain suppliers.

Reusable wooden pallets are now systematically reused, which has allowed the amount of wood waste generated by the site to be almost halved.

Although this may seem an obvious choice, it nevertheless requires an internal reorganisation as well as excellent communication with our suppliers.

#### SOPREMA FRANCE

# SOPRASOLAR is cutting its cutting waste in two!

SOPRASOLAR, a SOPREMA Group subsidiary specialised in photovoltaic waterproofing systems, has entered a new phase in the reduction of its environmental footprint. In 2024, it invested in an innovative tool that can cut the amount of offcuts from its pedestal top plates by half. A major step forward, given that this operation generated almost 300 tonnes of waste a year, non-reusable material that went to landfill. Less waste, lower environmental impact, ever more innovation serving more sustainable production!





#### **SOPREMA ENTREPRISES**

#### Is introducing a collective waste recycling system

For several years, the SOPREMA Entreprises teams have been actively working on studying in advance, sorting as much waste as possible and integrating waste recycling on their construction sites and in their depots.

Thank to close collaboration at SOPREMA Group level, this initiative has aroused a great deal of enthusiasm on the ground, reflecting a strong commitment to reducing our environmental impact.

This structured global approach allows us not only to valorise our waste, but also to sustainably optimise our resources.

2024: A successful year for the valorisation of our bituminous membranes:



936 tonnes recycled, by open and closed-loop recycling, for a reduced environmental impact and more valorised resources!



14 sites committed to making a difference



**53 renovation jobs** where every effort counts for large-scale recycling

In addition, in 2024 SOPREMA Entreprises valorised more than 300 tonnes of rock wool.

Together our teams are continuing their efforts to make recycling an everyday reflex and therefore a major lever in our environmental performance.

#### SOPREMA CANADA

#### Is setting up a new waste management programme in its factories and warehouses

In summer 2024, SOPREMA Canada introduced its new programme aimed at improving the displaying of information and training connected to waste management. This initiative is intended to facilitate waste sorting in the Quebec factories and warehouses in order to encourage better recycling. The programme will be rolled out to the other Canadian sites in 2025.



**Training**: The training is available on the LMS (SOPREMA Academy) and POKA platforms. It is now part of the induction plan for new employees.



Posters and guides: To facilitate access to information, all posters include a QR code leading to an explanatory guide on the material.

Image caption: Putting up posters on the new waste management programme in summer 2024. The example highlights the valorisation (re-introduction) of XPS materials from the manufacturing process in SOPREMA's Canadian factory in Sherbrooke (QC).

6

# INCREASE THE SHARE OF BIO-BASED AND/OR RECYCLED MATERIALS

Sustainable development goals

RESPONSIBLE CONSUMPTION AND PRODUCTION



CIRCULAR ECONOMY



BUILDING FOR TOMORROW

In 2024, the SOPREMA Group reassessed its carbon footprint across the Group's entire value chain (scopes 1, 2 and 3). This confirmed the actions required in the areas emitting the most greenhouse gases.

The factors found to have the largest carbon impact were the consumption and type of raw materials we use. A process we initiated more than 20 years ago, reducing the share of the raw materials in our products that come from petrochemicals is key.

This is why the SOPREMA Group measures the amount of bio-based and/or recycled raw materials it uses.

The indicator remained steady overall compared to the previous year. This performance remains generally excellent given the specific nature of our different products and businesses. Nevertheless, our ambition is to improve in 2025 because this is a key point in our strategy.

Proportion of raw materials consumed (bio-based + recycled)

18.53%

\* Same scope as 202





#### SOPREMA FRANCE

# Tecsound is valorising waste melamine foam

As the acoustics experts in the SOPREMA Group, Tecsound offers a comprehensive range of custom acoustic solutions for the building and industrial sectors which combine technical performance, aesthetics and an environmental conscience. With the development of its BAB acoustic balls (BAB = Beautiful Acoustic Ball/Belle Boule Acoustique), Tecsound is giving a new lease of life to waste melamine foam from its production process. Woven by hand and filled with recycled foam, these Cofraccertified spherical sound-absorbing solutions Cofrac exemplify a pragmatic approach to sustainability. In 2024, 9 m³ of waste was valorised to make more than 140 BABs, a concrete step towards more responsible management of resources.

#### SOPREMA EASTERN EUROPE

# Is investing in the circular economy

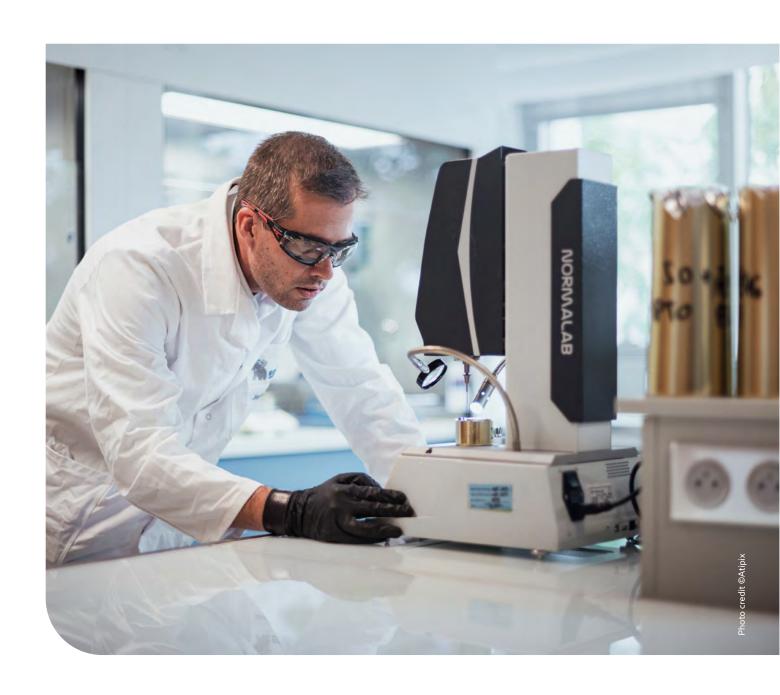
At Fibrotermica a new line came into service in 2024 significantly increasing the plant's capacity to process recycled material.

It consists of a pre-mixer, a grinder and a processing system able to remove residual moisture before transfer to the extrusion line.

This development is part of the Group's general policy of using as much recycled raw material as possible in its processes.

#### focus

# From idea to industrialisation: how is SOPREMA's R&D department shaping sustainable innovation?





At SOPREMA, innovation is a key lever for shaping the future of the building industry. With 130 experts working in the SOPREMA Group's 24 research and development centres, we are constantly exploring new solutions to meet the environmental and industrial challenges of today and tomorrow.

But innovating is not just about any one technological advance, it's about engaging in the groundwork concerning the entire product life cycle. At SOPREMA, we have adopted a global approach to eco-design. A central focus of that approach is the search for alternative raw materials to replace materials that come from nonrenewable sources.

To achieve that, the R&D teams explore potential avenues at different stages of technological maturity based on the TRL (Technology Readiness Level) scale, a nine-level metric developed by NASA and the European Space Agency (ESA). This tool enables us to assess the progress made on our innovation projects from the earliest phases of the upstream research through to large-scale industrial production.

However, we are not taking on challenges on our own! Universities, R&D teams, industrial partners, public authorities and standardisation committees are all trusted players bringing different areas of expertise to the table allowing us to constantly renew our efforts and encouraging us to surpass ourselves.

Today, we are conducting projects at every level of technological maturity. To illustrate that diversity, we propose an immersion in our R&D world, through some concrete examples illustrating our commitment to increasing the proportion of bio-based and/or recycled materials, at different levels on the TRL scale:

#### Level 3: Using biotechnology to recycle plastics

As part of the MIX-consortium, SOPREMA is working with 13 partners around the world with the aim of helping the European Union and China, which are two of the main producers of plastics, in the search for new ways of making efficient use of mixed plastic waste streams. Besides the need to reuse and recycle conventional

<b>Idea</b> Unproven concept, no experimentation done		
Basic research The needs are described, for the moment with no proof of feasibility	Idea	
Formulation of the technology The concepts and the applications are formulated and described		
Validation requirement You have expressed an objective, the stakeholders follow you	Prototype	
Reduced scale prototype "Lab" prototype		
(Virtually) actual size prototype Prototype in a use environment		
System prototyping Testing in a real environment, performance close to the objective	\\alidat'	
<b>Demonstrator</b> Functions in a real environment, pre-commercial stage	Validation	
Complete, qualified system  Technical and commercial processes tested and qualified	Desdesd	
System "commerciality" Technology available to customers	Production	

plastic, new solutions to upcycle plastic mixtures into resistant and biodegradable plastics are also urgently needed. MIX-UP combines both by using these plastic mixtures as a starting material for biotechnological conversion into value-added, sustainable biomaterials.

→ www.mix-up.eu/project

# Level 4: Xcrusher: Recycling with pulse power technology

Xcrusher is a project that came out of a partnership between SOPREMA and a start-up, Xcrusher. It is a process that aims to recycle waste waterproofing membranes by de-structuring the material by means of a pulsed power technology.

By a contactless grinding process, Xcrusher can decompose complex materials, which constitutes the crucial basic step in the recycling of their fundamental components in an environmentally friendly way. This means that no chemicals are used and less energy consumed, thereby reducing carbon emissions.

## Level 5: Using lignin to develop bio-based chemicals

Along with 12 European partners, SOPREMA is an active participant in the COUNTLESS project whose objective is to improve the production of chemicals made from lignin, a substance found in wood, and to prove that it is profitable and sustainable. COUNTLESS is therefore contributing to greater use of biomass from sustainable sources, to the reduction of greenhouse gas emissions and to the development of high value bio-based products capable of replacing current components of fossil origin.

Today this project covers the entire value chain, and SOPREMA has involved three of its research and development centres in Belgium, France and Italy to develop the use of the lignin in different construction products.

→ www.countless-project.eu

### Level 7: Transforming construction site waste into new raw materials

The ICEBERG project involves 35 public and private partners from 10 European countries working with a shared objective: to design, develop and validate innovative recycling technologies to produce high quality recycled materials.

Six industrial-scale case studies will be conducted in Europe to demonstrate the effectiveness of these processes. SOPREMA will be contributing its expertise in the circular life cycle of insulating foams and super insulation materials.

As well as developing smart and profitable circular solutions, ICEBERG also aims to raise the awareness of stakeholders (local authorities, professionals, students and building users) and to facilitate the acceptability of recycled materials made from construction waste.

→ www.iceberg-project.eu



**BUSINESS MODEL** CHALLENGES SUMMARY OTHERS ANTI-CORRUPTION CARBON TRAJECTORY METHODOLOGY

# **DEVELOP RECYCLING SOLUTIONS**

Sustainable development goals

INDUSTRY, **INNOVATION & INFRASTRUCTURE** 

**RESPONSIBLE** CONSUMPTION AND PRODUCTION



**CIRCULAR ECONOMY**  The circular economy is no longer optional for the SOPREMA Group! Whether it concerns the recycling of production waste or end-of-life products on construction sites, SOPREMA has adopted the "Sopraloop attitude"!

We are developing our own technological bricks in order to reduce our carbon impact but also our dependency on virgin petroleum-based raw materials.

With the aim of controlling this clearly identified risk, we have therefore committed to constantly upgrade our recycling technologies. In terms of both performance and the number of technologies.

Overall, our objective is to integrate raw materials made from waste in all our product lines, whichever country they are made in.

Number of recycling technologies within the Group





#### SOPREMA GERMANY

#### Is creating value from waste

In 2024, SOPREMA Germany moved its CSR commitments forward via several recycling initiatives. For example, more than 200 tonnes of waste were converted into recycled polyol.

This waste mainly comes from production scraps which previously were thrown away and not valorised.

The positive consequences are twofold: less waste and new raw materials that are directly reintroduced into our factory's production process.

#### SOPREMA BELGIUM

#### Is accelerating the recycling of bituminous membranes with ZLOOP

The ZLOOP factory in Grobbendonk, Belgium, is SOPREMA's cutting edge recycling unit dedicated to bitumen roofing waste, which includes both offcuts and demolition material. As a key element in the SOPRALOOP initiative, ZLOOP exemplifies SOPREMA's commitment to the circular economy by converting bituminous waste into high quality raw material for new roofing membranes.

With a recycling capacity of several thousand tonnes of bitumen per year, ZLOOP is helping to minimise the environmental impact whilst also moving forward on sustainable construction practices. By closing the loop on bituminous materials, it is establishing a new reference in terms of closed loop recycling.

This unit is representative of our considerable efforts in terms of innovation and responsibility in the construction sector.

#### focus

## SOPREMA is investing in the circular economy with SOPRALOOP Industrie

#### Sopraloop: a unique waste-to-value chain

SOPREMA is putting its commitment to waste valorisation into practice with Sopraloop, a broad-based initiative that integrates the collection, recycling and valorisation of waste from construction and industry. This solution has been developed to give materials a second life by converting them into recycled raw materials which will be then be reintegrated into SOPREMA waterproofing and insulation products.

The solution concerns not only the Group's own entities, but also is available to any industry that is interested. Once collected, anywhere in the world, the waste is converted using advanced technologies into valuable resources, which can then be used to create high value-added products. Some SOPREMA products consist mainly of recycled materials.

## A wide variety of waste valorised by Sopraloop

Today SOPREMA recycles a wide range of materials recovered from industry and construction sites. They include glassine, paper and cardboard, polystyrene and PET. Bituminous membranes from buildings are also integrated in this recycling process.

### Optimised, responsible collection and treatment

Sopraloop offers a collection system adapted to the specific nature of the different materials and the constraints of the sites where they are recovered. The frequency of collection, packaging and compacting of the waste are optimised to guarantee their efficient recovery.

They may be recycled in a closed or open loop depending on the quality and quantity of the materials, with rigorous controls to ensure the conformity and traceability of the waste. The aim of this optimised logistics is to minimise the carbon impact of the collection and valorisation of the waste.

SOPREMA is developing recycling units all over the world and has several projects in the pipeline which will extend this circular dynamic.

#### Recycled materials serving SOPREMA products

MATERIALS RECYCLED BY	SOPRALOOP	END PRODUCT	
	Polystyrene (EPS, XPS, etc.)		Extruded polystyrene insulation: SopraXPS
	Glassine paper		Cristal cellulose wadding insulation
	Paper and cardboard		Cellulose wadding insulation
	Flexible PVC and TPO		Synthetic waterproofing membrane
	EPP (expanded polypropylene) and Bituminous membranes		Bituminous waterproofing membrane
	PET		Polyol used in polyurethane insulation boards



Thanks to this approach, SOPREMA is increasing the amount of recycled materials in its products and thereby reducing the use of non-renewable resources.

#### A turnkey solution for businesses

Sopraloop offers a reliable, easily accessible solution for firms wishing to valorise their waste whilst reducing their environmental impact. This approach is entirely in line with current societal and regulatory expectations. With a direct partnership and transparent waste management, Sopraloop is encouraging virtuous valorisation whilst optimising processing costs.



focus

# Concrete examples of valorisation by SOPREMA



# Less waste, more insulation: recycling at the heart of SopraXPS

SopraXPS: Since 2014, SOPREMA has been giving a second life to waste polystyrene by converting it into extruded polystyrene insulation boards. The SopraXPS range consists of insulation boards mainly made from recycled polystyrene that is also up to 100% recyclable. The expanded polystyrene (EPS) we use comes from multiple sources, among them the film and television industry in the United Kingdom! Did you know that many studio sets are made of EPS to combine light weight and realism? Once filming is over, these sets are often of no further use. Rather than throwing them away, we recycle them to make high-performance XPS insulation, thereby contributing to the circular economy. At SOPREMA, we are great believers in ingenious solutions. Sometimes, that means turning the magic of cinema into concrete innovation for the real world!



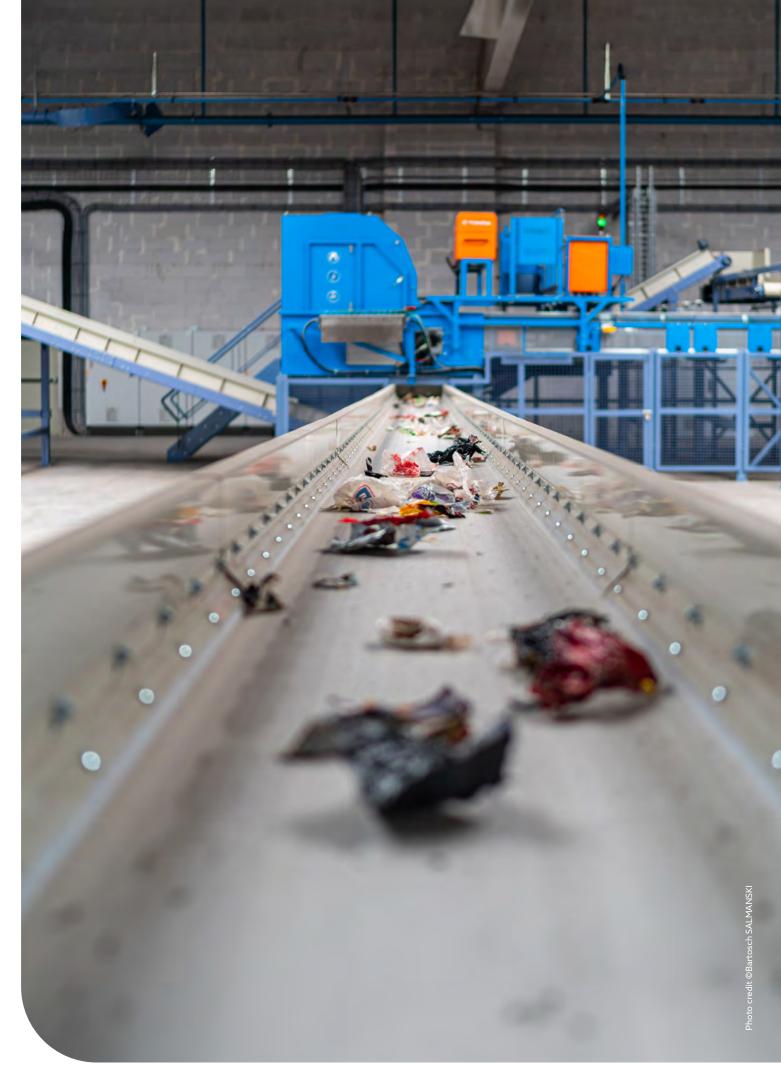
#### Cristal cellulose wadding: innovation in recycling

In 2023, SOPREMA revolutionised the recycling of glassine, a paper backing for self-adhesive labels widely used in industry which until now had gone to landfill: now it is used to make cellulose wadding known as Univercell Cristal. Thanks to a patented process, this waste is given a new lease of life by being converted into a highly effective insulation for the building industry. Today, almost 700 partners are actively involved in this recycling channel.



#### Recycling waterproofing membranes on a building site: real progress with Sopraloop Bâtiment

Sopraloop Bâtiment was launched in 2024 to organise, in France, the collection, recycling and valorisation of waste bituminous waterproofing membrane from new build and renovation sites, to give it a second life. Over 1,000 tonnes of bituminous waste have already been collected in France by SOPREMA from over 30 construction sites for recycling.



# **ENCOURAGE THE REUSE OF MATERIALS**

Sustainable development goals

**RESPONSIBLE** CONSUMPTION **AND PRODUCTION** 



**CIRCULAR ECONOMY** 



**BUILDING FOR TOMORROW** 

As we have mentioned in connection with previous issues, construction materials are indispensable to human activities, but they do have a significant impact on the environment. The large quantities and diversity of the materials involved are putting more and more pressure on natural resources with a risk of depletion.

To help reduce this risk, we will therefore need to start seeing buildings as "materials banks". To do this, our finished products will have to be designed with their end of life in mind. For example by being designed to be easy to dismantle and separate.

These qualities will facilitate their integration into existing and future recycling channels.

Our responsible offer thus includes products that are mechanically fixed. That means that they are easier to remove during renovation or deconstruction.

We wish to convince our customers of the relevance of this offer while remaining very attentive to their expectations so that together we can co-build this transition as efficiently as possible.

In addition our production plants also act as materials banks thanks to their use of raw materials and their production of waste. We therefore use this in-house channel whenever possible.

Responsible product offering

13.25%





#### **SOPREMA ITALY**

#### Is giving its glassine waste a second life

SOPREMA uses glassine (adhesive label backing paper) in its factory at Frosinone in Italy. After use, the remaining waste is sent to CSI's factory in France, which uses it as a raw material to make its Cristal wadding. In 2024, 60 tonnes of glassine were recycled in house in this way!

This process reduces the amount of waste that goes to landfill as well as reducing the consumption of virgin raw materials. Which makes it a perfect example of the Group's CSR commitments.

#### SOPREMA UNITED KINGDOM

#### Is reusing materials to minimise the impact of its logistics

At SOPREMA United Kingdom, we have taken a series of important measures to encourage the reuse of materials and reduce the impact of our transport operations.

We have optimised the load capacity of our lorries by increasing the loading volume by from 60 to 64 m³. This has enabled us to make fewer journeys, thereby directly contributing to reducing greenhouse gas emissions.

We have also joined forces with a pallet supplier which repairs as many broken pallets as possible to give them a second life. This action avoids unnecessary waste.

We have reworked our pallet plan to optimise wood resources with a saving of almost 50% in mass terms! Finally, we have replaced PIR battens with recyclable XPS battens, which have a lower environmental impact without compromising on the expected quality.

All of these initiatives implemented by SOPREMA United Kingdom reflect our commitment to improving the impact of our transport operations.

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# OFFER CUSTOMERS TURNKEY SOLUTIONS

Sustainable development goals

SUSTAINABLE CITIES AND COMMUNITIES

RESPONSIBLE CONSUMPTION AND PRODUCTION



BUILDING FOR TOMORROW

The SOPREMA Group has built its reputation on its ability to meet its customers' needs with high-performance products that are both well-designed and easy to install.

Today, our customers are more and more aware of the environmental and societal impacts of our solutions. Our aim is therefore to supply systems aimed at reducing our partners' greenhouse gas emissions on the one hand, whilst controlling the negative environmental externalities that affect our societies, on the other.

Our responsible offer generally meets these expectations with a product range with a reduced carbon emissions intensity, particularly innovative rainwater management solutions, systems capable of combating urban heat islands and products that consume fewer raw materials or offer a technological advance that is beneficial to society.

Responsible product offering

13.25%





#### SOPREMA BELGIUM

# Has committed to promoting the "klimaatdak" protocol

A klimaatdak (climate roof) is an innovative, sustainable, multifunctional roof designed to be climate-resilient.

Very often flat roofs are surfaces that go unused and amplify the urban heat island effect, whereas they offer possibilities for adapting to climate change, promoting biodiversity or making better use of space. Climate roofs can be used for green roofs, solar panels, systems allowing better water management or to create useful spaces. The transition towards more climate roofs requires commitment from governments, construction companies, architects and other stakeholders.

Organisations can sign a statement committing to install climate roofs wherever they have the capacity to do so. They recognise the ambitions and potential for action of the protocol and integrate its principles into their plans. This collective commitment is a way of rising to the societal challenges of climate change including the loss of biodiversity and the optimisation of living space.

Our teams at SOPREMA Belgium are actively participating in all these actions because we already have all the solutions!

#### SOPREMA NORTHERN EUROPE

# Is installing a vineyard on a green roof

A flat roof offers a multitude of possibilities: rooftop terrace, energy production (solar panels, heat pumps, etc.) or even the creation of a rooftop vineyard to produce your own grapes. Making use of your rooftop not only adds value to your property, it also brings environmental and economic advantages.

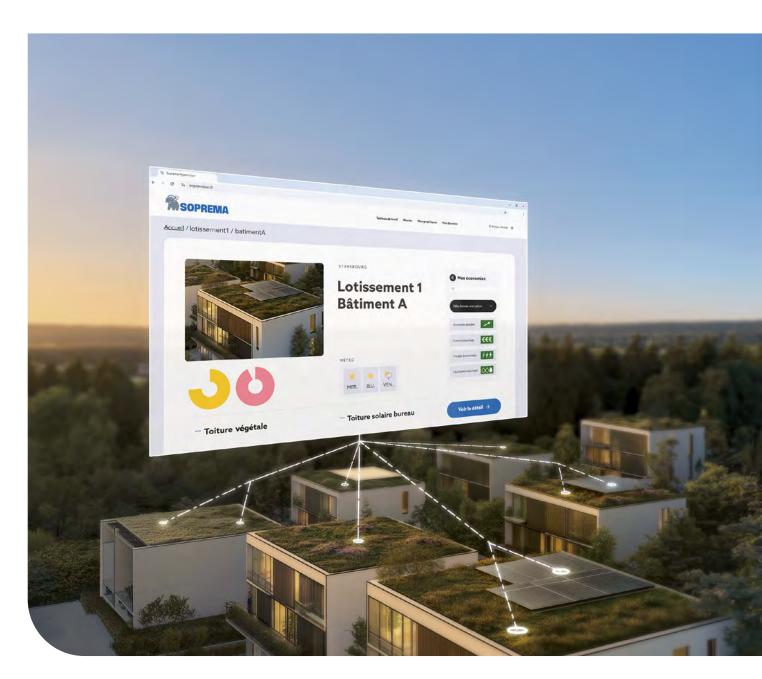
The Hasselt rooftop vineyard, situated at a height of 24 metres, is a perfect example. Since last year, grapes have been growing on 40 vines planted on a flat roof waterproofed with SOPREMA bituminous membranes. The vines enjoy plenty of sunlight, whilst the building itself becomes more resilient. At this height the wind dries the grapes more quickly, which reduces the risk of harmful fungi taking hold. In addition, the vines provide natural shade, preventing an excessive build-up of heat inside the building.

Green roofs are nothing new, but a vineyard on an industrial building? Very probably a first in Europe! The honour goes to these precursors, for a building today occupied by a firm of architects.

Such a project is possible thanks to close collaboration between the architects, the contractors and the manufacturers. By working together, we are pushing back the limits of what is possible on a rooftop, transforming unused spaces into valuable, innovative, sustainable assets.

#### **⊚** focus

# In France SOPREMA is launching SOPRAVISION, a new hypervision solution to monitor building performance





### An innovation for optimised building performance management

In 2024, Sopravision, a new service monitoring functionalised building roofs was launched in France. Designed to meet the latest regulations and environmental requirements, Sopravision centralises the performances of **green roofs** (Sopranature), roofs with **solar panels** (Soprasolar), **water management systems** (Skywater) or **evaporative cooling systems** (Genatis), offering building managers a single tool to monitor and optimise the SOPREMA solutions installed.

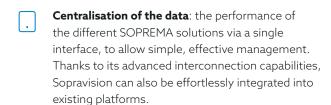
Sopravision marks a new step forward, one which allows the performance and impact of the systems installed to be measured once the building is in use. SOPREMA thus offers not only solutions that optimise the building at the design stage but also throughout its life cycle.

### Features of the Sopravision service

The Sopravision monitoring and management system offers:



**Precise, real-time measurement of 3 key indicators**: energy savings, water savings and interior comfort





**Customised reports and analyses**: selective data displays (buildings, solutions installed, indicators) and exports over a given period.

Accessible from any connected device, Sopravision offers complete visibility of the performances of the monitored buildings, allowing informed decision-making for more efficient, sustainable and comfortable buildings.

## Sopravision tested in practice on two pilot sites

To set an example and allow for dynamic development of Sopravision, the new solution was rolled out first of all in two SOPREMA Group buildings:

- → Le Grand Charles, the Group's new headquarters in Strasbourg, is equipped with numerous SOPREMA solutions and in particular photovoltaic panels, Sopranature greening, smart watering (Skywater) and responsible waste management. Designed as an exemplary sustainable building, it constitutes a reference from both the human and the environmental point of view.
- → **Le Labo**, the new Genatis Research & Development centre in Luynes, was imagined and designed with the environment in mind to test new solutions in reallife situations. This laboratory is unique in Europe for its capacity to conduct full-scale tests on complete systems, in particular natural light and ventilation systems. The building includes **evaporative air cooling**, **natural ventilation**, **rainwater harvesting** and **smart watering** solutions.

### First results and concrete advantages

### In 2024, at Le Grand Charles:



**over 25,600 kWh** of electricity produced by the photovoltaic panels on Le Grand Charles



over 20 m³ of water saved compared to a conventional green roof watering system

### In 2024, at Le Labo:



915 DH in the Le Labo stairwell\*



244 hours of comfort at Le Labo\*\*



**over 60 m³** of water saved compared to a conventional green roof watering system

## A vision of the future for building optimisation

Sopravision offers visibility of the performance of each component of the building, thereby optimising its overall efficiency and facilitating the necessary adjustments based on actual needs. With Sopravision, we are reasserting our commitment to innovating with pragmatism and continuously improving our solutions to anticipate and meet the challenges of the building of tomorrow.

<sup>\*</sup> DH refers to Degree-Hours of discomfort (RE2020). This new indicator serves to evaluate the summer comfort of a building. Each year during the "summer comfort" period defined by the RE2020 standard, this indicator tracks and compares the temperature inside the building to a target temperature. This indicator will count, for each hour during the summer period, the number of degrees the indoor temperature is above the reference temperature. The higher the score, the more uncomfortable the building is considered to be, meaning that work to improve its energy performance will need to be planned.

<sup>\*\*</sup> Hours of comfort is a new indicator that counts the number of hours during the summer period when the temperature of the building is equal to or below a threshold temperature defined in RE2020.

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# INCREASE THE PRODUCTION OF RENEWABLE ENERGY

Sustainable development goals

AFFORDABLE AND CLEAN ENERGY



BUILDING FOR TOMORROW

The criticality of the energy supply situation has fallen since the second half of 2023. Nevertheless, the short and medium-term availability of different types of energy remains fragile. The risk is still high given the unstable geopolitical context.

At SOPREMA, we do not equate the term "renewable energy" with certificates or green energy contracts, but with the actual physical reality of improved performances. We have been making substantial investments in the production of renewable electricity for self-consumption purposes for over 10 years now. Our renewable energy production facilities now produce more than 14 GWh of power per year and the figure is growing every year.

It is our intention to continue promoting this "self-production" via a key performance indicator allowing it to be monitored at Group level. Achieving industrial excellence also means improving other energy performance indicators which are monitored by the teams on our 120-plus industrial sites.

Production of renewable electricity

14,444,814 kWh







#### SOPREMA SPAIN

# Is rolling out new solar power plants

A 426 kWc power plant covering 2,900 m² has been installed at Cervera, producing on average 28% of the site's annual electricity consumption and reducing its greenhouse gas emissions by almost 250 tonnes per year.

In April 2024, solar panels with a capacity of 68 kWc were also installed on the roof of the Vallmoll XPS factory. By the end of the year, the system had produced 64 MWh of renewable energy, covering 5% of the factory's electricity needs by self-consumption.

Finally, another, 80 kWc solar power plant has been installed on the roofs of our Algemesi factory. Electricity production began in 2024 and is to be self-consumed.

All of these installations symbolise SOPREMA Spain's commitment to promoting renewable energies within the Group.

#### SOPREMA SWITZERLAND

# Is developing electric mobility

At our Spreitenbach site, solar energy production capacity has been increased again in line with the Group's policy. Transport between the sites is now done by a solar powered electric truck, reducing our carbon footprint as well as that of our customers.

In addition, the share of electric vehicles in the sales team fleet is increasing to facilitate more virtuous mobility.

#### **SOPREMA GERMANY**

# Is ramping up its renewable energy production!

In 2024, SOPREMA Germany moved its CSR commitments forward with several large investments in renewable energies. At Hof and Grevenbroich, the solar installations have been extended and supplemented with wind power to produce a total of 5,100,000 kWh per year!

The expansion of the area of solar panels on the Hof site in 2024 increased the installation's production capacity to reach the considerable output power of 1500 kWc.

Furthermore, thanks to the addition of a storage battery the installation can now store 1000 kWc of the self-produced electricity so that it can be used when needed. This new functionality ensures greater flexibility of its use for industrial purposes.





#### SOPREMA ENTREPRISES

# Is boosting its energy autonomy

In 2024, SOPREMA Entreprises's commitment to producing renewable energy was significantly strengthened as we reached a level of electricity self-consumption of 20% thanks to our photovoltaic installations.

Our photovoltaic power plants, which are installed on 12% of our sites, produce clean energy and are actively helping to reduce our carbon footprint.

### A few figures:

- → Total electricity consumption: 8,006,573 kWh
- → Solar self-consumption 1,574,879 kWh
- → SOPREMA Entreprises possesses the Group's most productive solar power plant at GH (Clisson, France).

Image caption: SOPREMA Entreprises Bordeaux agency - Solar/Fley TPO Membrane

#### SOPREMA CANADA

# Is reducing the carbon impact of its Dartmouth premises.

Since February 2024, the SOPREMA (Canada) warehouse and sales office in Dartmouth (NS) has boasted a photovoltaic solar roof and solar heater wall. In addition to significantly reducing the building's carbon impact, it has seen a reduction of the order of 25% in consumption and 63% in energy purchased compared to the reference year (2018). The investment amounts to CAD\$233,319 (€157,400).



Photovoltaic solar roof covering 8,000 pi² (⇔ 743.2 m²) with a production capacity of 75.7 kW DC (84.8 MWh/year). That corresponds to 172 panels installed on a support system consisting of 352 SOPRASOLAR FIX EVO TILT pedestals.



**Solar thermal wall** covering 1,000 ft<sup>2</sup> ( $\Leftrightarrow$  92.9 m<sup>2</sup>) with a capacity of 10,000 PCM. That corresponds to 320 cassettes. The system includes a perforated glazed air collector with a heat transfer efficiency of at least 80%.

Image caption: Aerial view of the new solar roof and solar heater wall on the SOPREMA (Canada) warehouse and sales office in Dartmouth (NS).





### SOPREMA BELGIUM

### Is sharing renewable energy intelligently

At SOPREMA Belgium, more than anything else sustainable development is all about working more smartly. In 2024, we took a great step forward when we started sharing energy between our Tongres and Grobbendonk factories.

Tongres has a large number of solar panels, which produce a lot of energy on sunny days. Instead of simply injecting the surplus into the grid, we now redirect that energy to our Grobbendonk factory 70 km away. This innovative approach guarantees that the clean energy is used where it is needed most, optimising the energy efficiency of our processes.

By adopting energy sharing, we are maximising our renewable resources and setting an example for industry.

Sustainability is not just a matter of producing greener energy, but above all of using it wisely!

### SOPREMA POLAND

### Is developing a lower carbon energy mix

Two new solar power plants have been installed on the roofs of our factories to cover an area of 3,500 m<sup>2</sup>.

Given the local context, part of this electricity is self-consumed and the rest is injected into the grid.

This type of action is important in Poland where the energy mix available remains highly carbon-based.

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# DIGITALISE OUR TOOLS

Sustainable development goals

INDUSTRY, INNOVATION AND INFRASTRUCTURE



BUILDING FOR TOMORROW

At SOPREMA, digitalisation is a key lever in our strategy. We are convinced that these new tools will support the ecological transition by providing innovative, sustainable solutions.

It is with this in mind that we have developed several digital projects aimed at improving the customer experience whilst also optimising our internal processes.

### Here are a few examples:

- → **Platforms for managing** product data and documents: centralisation and traceability of information, in particular the carbon emissions intensity of our products.
- → An augmented reality app: simulation of a future project under real conditions.
- → **Use of drones:** fast, precise measurement of roof areas.

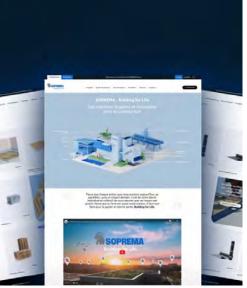
→ The SOPREMA portal: 24 hour-a-day customer access to the product catalogue, online ordering and order tracking, downloading of order documents, signing up for training sessions, etc. The portal is now available in France, Austria, Switzerland, the Netherlands and England.

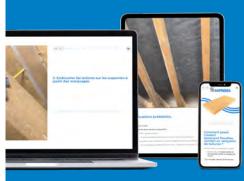
Our aim is to integrate more and more digital solutions to support our customers with their projects, whilst promoting more responsible and more resilient construction.

Customer activity rate on the digital portal

38.26%







### **SOPREMA UNITED STATES**

### Is launching "Sop Direct", a new app for our installers

With Sop Direct, our customers can now access all the product information in one scan wherever they are. They can scan the QR code on the product and instantly obtain the product data sheet, and they can ask questions about it via an Artificial Intelligence module and place orders directly from the site where they are working. An integrated AI translation module guarantees smooth access to the information whatever their language. Simple, quick and efficient, Sop Direct makes our customers' lives easier. The app was launched in the USA and will soon be available in the Netherlands and France.

# A harmonised website for the entire SOPREMA Group!

SOPREMA is proud to announce the roll-out of a harmonised Group website. This platform allows our customers to get to know SOPREMA better, to access our products, project references, systems selection guides and our documentation centre.

The site is already available in several countries and subsidiaries (Belgium, Canada, Denmark, United States, France, Ireland, Mexico, Norway, Netherlands, United Kingdom and Sweden) and offers users a seamless, enriched experience.

This strategic project strengthens SOPREMA's brand identity by guaranteeing a coherent, professional image across all our sites internationally.

### SOPREMA FRANCE

### Offers installation tutorials in over 100 languages accessible everywhere!

Because on a construction site every second counts, SOPREMA has started digitalising its product implementation tutorials via a connected platform. This means that installers can now access all the information they need on the construction site, whether it is SOPREMA insulation or waterproofing products that they are installing.

Today, there is no need to waste time looking for paper documents: teams can simply scan a QR code and immediately access procedures, instructions and installation tutorials for SOPREMA products on their smartphone or tablet.

This new tool offers numerous advantages:

- → Information that is constantly updated as installation methods change or are improved.
- → Clear guides and videos for error-free execution.
- → Content accessible from any device in over 100 different languages, translated thanks to Artificial Intelligence!

**12** 

# PRESERVE WATER RESOURCES

Sustainable development goals

CLEAN WATER AND SANITATION



BUILDING FOR TOMORROW

Our materiality matrix did not highlight this as a strategic issue. Nevertheless, the state of the water tables and the droughts experienced by many countries are seeing interest rise in what is beginning to look like a critical issue. The climate events seen in 2023 and 2024, for example, were an erratic succession of droughts and floods.

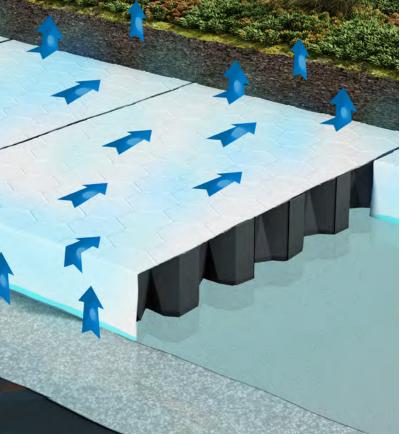
We have therefore decided to treat the preservation of water resources in the same way as our key risks. Fortunately, our industrial processes do not consume huge quantities of water, although they are subject to regular monitoring. At the same time, by equipping our buildings with the best systems available, in particular with our own green roofing solutions, we are able to be major contributors to better management of this resource indispensable to human life. Remember that flat roofs allow for better water management than sloping roofs.

By installing systems that have now reached maturity, SOPREMA is able to better control the discharge of rainwater into public drainage systems. These water management systems are therefore actively contributing to positive environmental externalities.

Furthermore, we are maintaining our commitment to increasing the area of green roofing on SOPREMA Group sites every year! Our new factories under construction are therefore all equipped with these virtuous solutions

Area of green roofing

33,398m<sup>2</sup>





### SOPREMA FRANCE

# Is revolutionising sustainable water management in cities with AQUARISE

SOPREMA's SKYWATER range offers a sustainable irrigation system that offers a solution to drinking water shortages whilst sparing this precious resource.

The AQUARISE system harvests rainwater and temporarily stores it for the passive irrigation of SOPRANATURE green roofs. The water stored in the reservoir rises naturally by capillarity into the growing medium and the plants without consuming any energy. This system significantly reduces the amount of water needed to irrigate green roofs; the plants draw on the stored rainwater, so that less watering is required. As well as optimising water consumption, AQUARISE also enhances SOPRANATURE green roofs' ability to retain rainwater, thereby contributing to sustainable water management in urban environments.

#### **SOPREMA ITALY**

# Is preserving water resources in Salgareda

SOPREMA has installed a closed-loop water heat exchange system at its Salgareda factory in Italy, which has reduced its consumption of groundwater by 74%. The simultaneous installation of an evaporation tower and cooler has halved its electricity consumption and cut its greenhouse gas emissions by several hundred tonnes.

This investment has considerably improved energy efficiency, as it largely exceeds the performances of conventional air-cooled systems.

### **⊚** focus

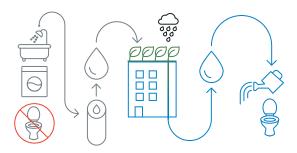
# SOPREMA and Aquatiris, pioneers in roof-based constructed wetlands



Skywater Clear is an innovative system of treating grey water by roof-based constructed wetlands designed in collaboration with Aquatiris, the French leader in constructed wetlands engineering, and is the only solution of its kind in the world.

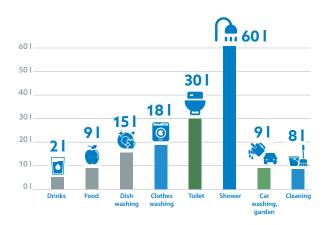
# More sustainable management of water resources in France thanks to Skywater Clear

Backed by the CTSB (Scientific and Technical Centre for Building) and the LEESU (Water, Environment and Urban Systems Laboratory), Skywater Clear is designed to collect a building's grey water in situ (except foul water from toilets) by roof-based constructed wetlands so that it can be reused to flush toilets and water green spaces. Thanks to a five-stage technology, this system guarantees sustainable water management in total compliance with the regulatory requirements. Skywater Clear is a patented solution and winner of the Trophées de la Construction prize 2023.



## A 30% saving on the use of drinking water in the building

On average in France a person consumes 150 litres of water every day. This breaks down as shown in the diagram below:



By reusing grey water to flush toilets, wash cars, water green spaces and clean outdoors, we are able to save 47 litres of water out of those 150. Roof-based constructed wetlands can therefore save 30% of the drinking water used in a building.

### Skywater Clear is being rolled out with ambitious new projects

After the demonstrator built in 2022 on the roof of the restaurant at SOPREMA's new Strasbourg headquarters, Skywater Clear has been installed on the roof of the new joint Paris police and fire service base in Saint-Denis. In this building inherited from the Paris 2024 Olympic Games, the Skywater Clear green roof will treat a daily volume of 4.3 m³ of grey water from showers and washbasins. The treatment will be done by constructed wetlands in two 36 m² containers each with a different composition (growing medium and plants). In total around twenty different species have been planted. Once treated, the water will be able to be reused for the toilets, watering green spaces and washing the services' vehicles.

The roll-out of Skywater Clear continues, with studies ongoing on more projects... but one question remains: what will the next destination of this roof-based innovation be?





# 07

# **NON-FINANCIAL** PERFORMANCE **SUMMARY TABLE**



### Summary of non-financial performance

COMMITMENTS	RISKS	LED BY	KEY PERFORMANCE INDICATORS
Reduce our GHG emissions	Physical risks linked to climate change	Group top management	Group carbon footprint
Promote a CSR/QHSE culture	Individual behaviours in line with the carbon trajectory	CSR department Site QHSE departments	Vehicle consumption
Ensure know-how and skills are passed on	Drop in overall group performance	HR department	Average number of hours' training per employee
Contribute to employees' health, safety and well-being	Increased accident rate	CSR department QHSE department	TF1 TG
Sort waste better and reduce waste	Environmental impact of waste	CSR department Site QHSE departments	Waste performance rate
Increase the share of bio-based and/or recycled materials	Carbon footprint of our raw materials	R&D Industrial department	Proportion of raw materials consumed (bio-based + recycled)
Develop recycling solutions	Dependency on high-carbon raw materials	R&D Industrial department	Number of recycling technologies within the Group
Encourage the reuse of materials	Depletion of resources	R&D	Responsible product offering
Offer customers turnkey solutions	Discrepancy between societal expectations and SOPREMA products	Marketing department	Responsible product offering
Increase the production of renewable energy	No control of the energy costs and carbon intensity	Industrial department	Electricity generation from renewables
Digitalise our tools	Lack of services offered to our customers	Digital marketing department IT departments	Customer digital activity rate
Preserve water resources	Water stress	CSR department Industrial department	Area of green roofing within the Group

<sup>\*</sup> same scope as 2023

<sup>\*\*</sup> Corrected value

### Summary of non-financial performance

RESULTS 2023	RESULTS 2024	TARGETS 2030	SDGS	PILLARS		
4.2 Mt CO <sub>2</sub> e (2021)	4.3 Mt CO <sub>2</sub> e (2023)	3.1 Mt CO <sub>2</sub> e	CLIMATE ACTION	PEOPLE FIRST	CIRCULAR ECONOMY	BUILDING FOR TOMORROW
11,557,622 litres	10,643,381 litres	Max 12,000,000 litres	QUALITY EDUCATION CLIMATE ACTION	PEOPLE FIRST		BUILDING FOR TOMORROW
11.85 hours	12.78 hours	15 hours	QUALITY EDUCATION  DECENT WORK AND ECONOMIC GROWTH	PEOPLE FIRST		
28.56 1.35	24.24 1.49	23	GOOD HEALTH AND WELL-BEING	PEOPLE FIRST		
0.50	0.59	0.65	LIFE BELOW WATER LIFE ON LAND		CIRCULAR ECONOMY	
18.59%*	18.53%	30%	RESPONSIBLE CONSUMPTION AND PRODUCTION		CIRCULAR ECONOMY	
10	12	15	INDUSTRY, INNOVATION AND INFRASTRUCTURE RESPONSIBLE CONSUMPTION AND PRODUCTION		CIRCULAR ECONOMY	
13.53%	13.25%	30%	RESPONSIBLE CONSUMPTION AND PRODUCTION		CIRCULAR ECONOMY	BUILDING FOR TOMORROW
13.53%	13.25%	30%	SUSTAINABLE CITIES AND COMMUNITIES  RESPONSIBLE CONSUMPTION AND PRODUCTION			BUILDING FOR TOMORROW
12,500,567 kWh	14,444,814 kWh	18,000,000 kWh	AFFORDABLE AND CLEAN ENERGY			BUILDING FOR TOMORROW
23.72%	38.26%	50%	INDUSTRY, INNOVATION AND INFRASTRUCTURE			BUILDING FOR TOMORROW
31,778 m <sup>2</sup> **	33,398m <sup>2</sup>	50,000 m <sup>2</sup>	CLEAN WATER AND SANITATION			BUILDING FOR TOMORROW







# Other subjects linked to the NFPR

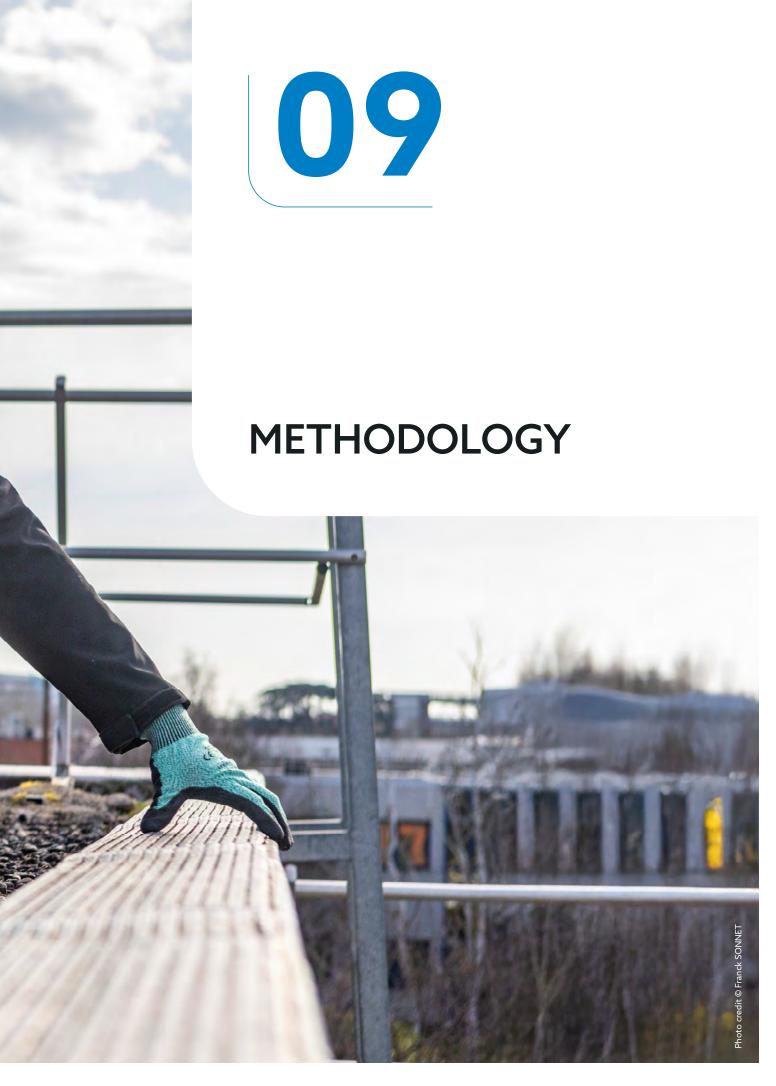
No information is provided on the other issues mentioned in point 111 of Article 225-102-1 of the French Commercial Code as they have not been identified as significant risks in view of our business model and our non-financial analysis.

The issues in question are food waste, combating food insecurity, animal welfare and responsible, fair and sustainable food production, collective bargaining agreements and their impacts on business performance, anti-discrimination actions and the promotion of diversity and the measures taken in favour of the disabled.

In addition, the Group allows employees to freely fulfil their obligations as army reservists, whatever the country.







## Methodology

### Scope covered by the KPI results in the 2024 NFPR:

The 2024 results take into account all Group entities, even though a very small number of those included in the reporting scope did not provide figures for all the indicators. However, the coverage rate remains very satisfactory this year for an international group of our size: 90% for the Group's entities overall and 99% for the industrial sites. It should also be noted that, as in each previous year, the Group's share has expanded as a result of new acquisitions. This means that comparisons with previous years do not concern exactly the same scope, with a few exceptions duly specified. Furthermore, the new indicators introduced in 2022 make it possible to meet the NFPR requirements and to measure and track the effects of our actions for each of the risks identified

### Materiality matrix methodology

The materiality matrix has not been revised, but remains up to date, with the exception of the preservation of water resources, which has been added as a priority issue. As a reminder, interviews were conducted in 2022 with 30 stakeholders pre-identified and considered as significant for SOPREMA (customers, suppliers, employees, professional federations, local authorities, etc.). After these interviews, a survey questionnaire was drawn up covering all the non-financial issues identified in the interviews. The aim was for the stakeholders surveyed to score each issue's importance for their business or activity. The questionnaire was sent out to over 200 stakeholders and returned by 59% of them. The results were compiled and transcribed in our materiality matrix according to two axes: impact on SOPREMA's business on the x-axis and impact on the external stakeholders on the y-axis.

### Method of calculating the key performance indicators:



### Frequency rate for workplace accidents

(with lost time, excluding temporary workers)
Calculation: No. of lost-time workplace accidents x 1,000,000/No. of hours worked



### Severity rate for workplace accidents

(with lost time, excluding temporary workers)
Calculation: No. of days lost x 1000/No. of hours worked



### **Training rate**

Calculation: (No. of trainees in regulatory + non-regulatory training/No. of hours worked) x 100



### Non-hazardous waste performance rate

Calculation: Total non-hazardous waste sorted/(Total non-hazardous waste sorted + Total of non-hazardous waste not sorted)



### Proportion of bio-based or recycled materials

Calculation: (Qty of bio-based materials purchased + Qty of raw materials containing some recycled material purchased)/Total qty of raw materials purchased x 100



### Number of recycling technologies within the Group

Calculation: Qty of patented recycling technologies held by the SOPREMA Group



### Number of litres of fossil fuel (litres)

Calculation: Supplier invoices for own fleet (ordinary and utility vehicles)



### Electricity generation from renewables (kWh)

Calculation: kWh produced by the Group's renewable electricity facilities



### Customer digital activity rate

Calculation: No. of unique contacts having connected to the portal at least once since its creation (2021) / No. of unique contacts having set up an account on portal since its creation (2021)  $\times$  100



### Area of green roofing (m2)

Calculation: Total area of green roofing on the Group's buildings



### Responsible product offering

Calculation: Revenues from the responsible product offering/ Total revenues x 100





**TELEPHONE** 

+33 (0)3 88 79 84 00

OPENING HOURS

From Monday to Friday 08:30 - 12:30 13:30 - 17:30

ADDRESS

15 rue de Saint-Nazaire, 67100 Strasbourg

E-MAIL

contact@soprema.fr



soprema.fr