

Envu Sustainability Report

2023





Table of contents

01 Introduction	3	4.3 Strategic Pillar 2: Healthier Spaces and People	43
1.1 About This Report	4	4.3.1 Flourishing Green Spaces	44
1.2 Message From Our CEO	5	4.3.2 Focus on Vector-Borne Disease Control	45
1.3 Message From Our Leadership Team	6	4.3.3 Protect Vital Infrastructures and Food Supplies	48
02 Executive Summary	7	4.3.4 Portfolio Stewardship	50
2.1 Our Responsible Commitments	8	4.4 Strategic Pillar 3: Decarbonizing the Value Chain	52
2.2 Our Actions and Impacts	12	4.4.1 Controlling GHG Emissions Scope 1 and 2	54
2.3 Our Financial and ESG Highlights	13	4.4.2 GHG Emissions Scope 3	54
2.4 Our Product Highlights	14	4.5 Strategic Pillar 4: Safe and Inclusive Workplace	55
2.5 Our Awards and Recognitions	14	4.5.1 Diversity, Inclusion and Equity (DI&E)	56
03 Our Business	15	4.5.2 Talent Development	61
3.1 Business Overview	16	4.5.3 Human Rights and Labor Management	63
3.1.1 Operation Sites	17	4.5.4 Occupational Health and Safety	65
3.1.2 Core Business and Value Chains	18	4.6 Strategic Pillar 5: Business Ethics and Governance	68
3.2 Sustainability at Envu	22	4.6.1 Responsible Business and Governance Practices	69
3.2.1 Sustainability-Focused Strategy	23	4.6.2 Sustainable Procurement	80
3.2.2 Our Actions and Impacts	24	4.6.3 Waste and Resource Circularity	82
3.2.3 Our Financial and ESG Highlights	25	4.6.4 Stakeholder Engagement, Public Engagement and Community Impact	83
04 Our Sustainability and ESG Focus	26	4.6.5 Ownership Structure	86
4.1 Our ESG Framework	27	4.6.6 Organization Details	87
4.1.1 Double Materiality Assessment	28	4.6.7 Envu Legal Entities	88
4.1.2 Material Topics and Strategic Pillars	35	05 ESG Indices	91
4.2 Strategic Pillar 1: Nature-Positive Innovation	36	5.1 GRI Index	92
4.2.1 Focus on Invasive Species Control	37	5.2 United Nations Sustainable Development Goals (UNSDGs) Index	96
4.2.2 Focus on Land Restoration	40		
4.2.3 Site Biodiversity Assessment	42		

Section 1

Introduction



Scope and boundaries

This report outlines the sustainability performance of our legal entities and branches as per the entities listed in pages 88-90 of this report. CD Investment Limited Partnership, the parent company of Envu group entities, was formed on June 1, 2022, as part of an investment holding structure for the acquisition of Envu by Cinven. The report discloses results and achievements according to the same scope and boundaries.

The reporting period for this Envu Sustainability Report is January 1, 2023, to December 31, 2023, in alignment with our fiscal year. This report is the first ESG report to be published by Envu following the establishment of Envu as a stand-alone company in October 2022. It comprises the parent company and its subsidiaries (together referred to as Envu group).

We are defining 2023 as a baseline year as it is the first year of Envu operating as a stand-alone company. From this point forward, we plan to report annually on our sustainability performance in Q2 of the following year.

Should you have questions about this report, please contact Head of ESG Marine Sanouiller at marine.sanouiller@envu.com.

Reporting standards

Driving toward enhancing transparency and accountability in our operations, this report aligns with and meets the requirements of several global sustainability standards. The contents of this report are prepared with close reference to the Global Reporting Initiative (GRI) Standards for Sustainability Reporting.

Furthermore, greenhouse gas emissions data in this report have been calculated according to the GHG Protocol accounting standards.

The disclosures covered in this report also entail our commitment and contribution toward the United Nations Sustainable Development Goals (UNSDGs).

External and internal assurance

External assurance of Envu financials is provided yearly by external auditors; those consolidated financial statements are not publicly disclosed. Internal assurance is provided by Envu shareholders and Cinven,¹ with all major decisions and transactions evaluated according to our delegation of authorities matrix. All major audit subjects are reviewed through the Audit Committee (see internal audit charter) and/or board meetings. We seek to have our Sustainability Report externally assured in the future.

The Audit Committee is responsible for internal audit activity oversight, including the approval of the internal audit charter and a risk-based audit plan. This body also resolves any critical matters in the internal audit budget and resource plan and receives critical communications from the Chief Financial Officer (CFO) on the internal audit performance or scope limitations.



¹“Cinven” means, depending on the context, any of or collectively, Cinven Partnership LLP, Cinven Holdings Guernsey Limited and their respective “associates” (as defined in the UK Companies Act 2006) and/or funds managed or advised by any of the foregoing, excluding, for the avoidance of doubt, any portfolio companies in which such funds have invested and their subsidiary undertakings.



A foreword from Envu CEO Gilles Galliou

Envu protects the spaces society and nature share.

We take great pride in doing things right. We aim to exercise good judgment, act with integrity and live our purpose each and every day. It's a commitment shared by our 900 employees who span the globe. While our roles, geographies and even languages may differ, our goal of helping maintain public health and creating healthy spaces for society by striking a balance with nature is constant.

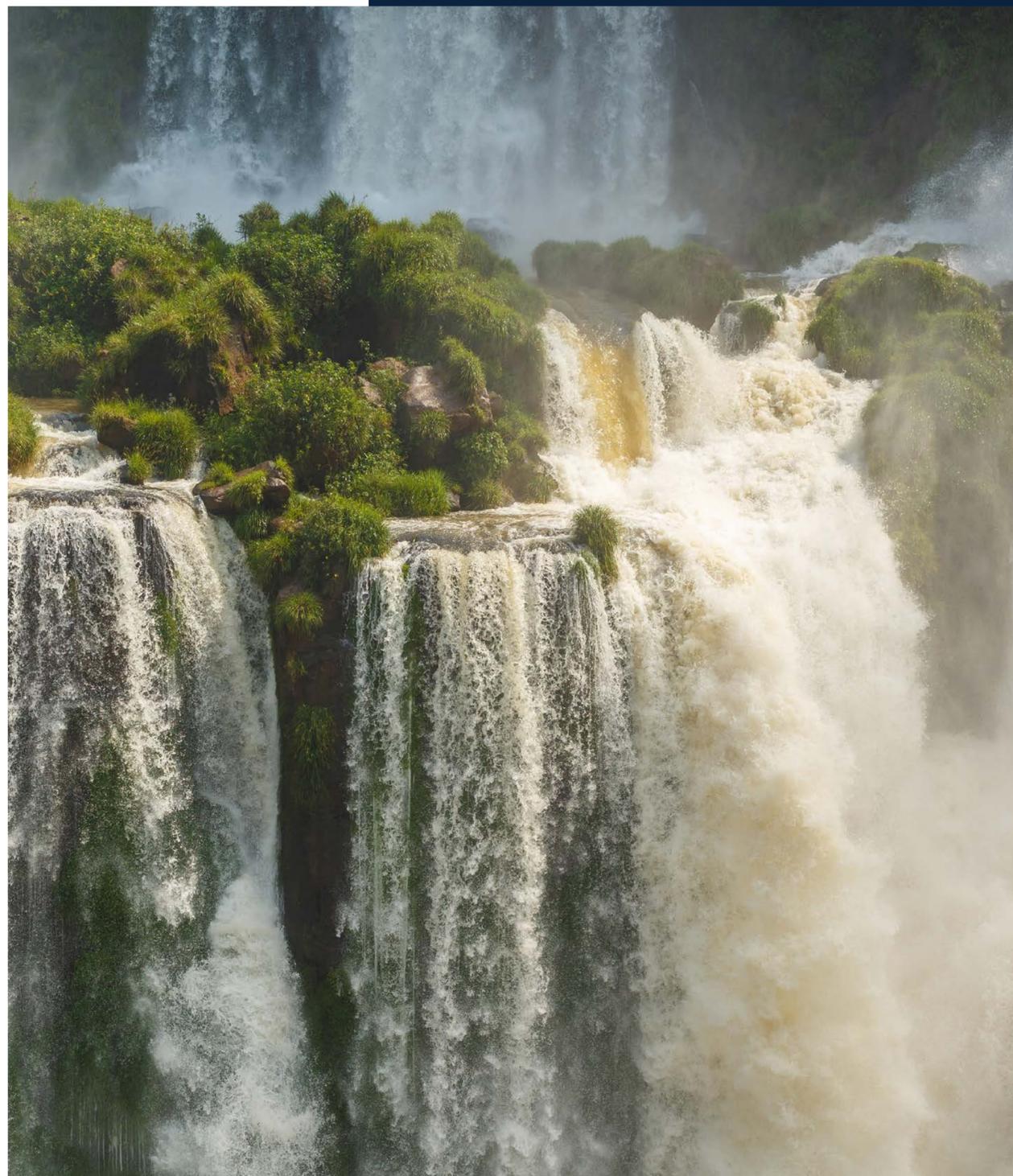
With the right ideas and technology, we can face the future's toughest challenges and shape a world where humanity and nature can both thrive. We can help protect public health, green spaces and our food supply. These are lofty goals made possible by the collaboration of our partners and the

support and trust of our stakeholders, whom we thank for holding us accountable to our commitments.

Since we became a stand-alone company in October of 2022, we have documented our aspirations and ambitions to make a positive, sustainable impact on society and nature including through our products and services. And now, through this report, we are highlighting successes, charting the path forward and outlining the important work that lies ahead. Because together, we can be a force with nature. And we are just getting started.

Gilles Galliou

Gilles Galliou
Chief Executive Officer



What ESG means to our senior leadership



Troy Randolph
CFO

“A focus on ESG has required an evolution of the approach of our company’s finance team, driving analysis around sustainability and starting to measure profit alongside ESG KPIs.

At the heart of our purpose is a focus on operating with a high level of ethics and compliance while we manage risks and work to drive the sustainable performance of the company. We have worked to incorporate ESG into the valuation model of how we look at investments and believe that it is a key factor in how we should calculate our returns.”



Marine Sanouiller
Head of ESG

“Envu is a pretty unique company, both in terms of culture and the purpose it serves. In our everyday life as a team, we help protect lives, help restore natural spaces, and enhance green spaces in and around cities. It is my great pleasure to present our first sustainability report, putting the spotlight on what makes us unique and proud to be who we are.

We support some key social and environmental goals, like preventing the spread of invasive species or protecting people from malaria. We are also aware of the global sustainability challenges that will be faced in the future. I am proud to work at a company that is taking steps to navigate those challenges, including a double materiality assessment, and then commits to working toward them in partnership with our stakeholders and customers. This year, we are celebrating great successes – and there is more to come in our journey.”



Bernard Jacqmin
SVP, Head of Innovation and Regulatory Affairs

“Envu Global Innovation is driven by our core purpose of creating healthy environments for people around the world. We take the necessary steps to ensure the safety and regulatory compliance of our products. We are equally committed to developing cutting-edge chemical, biological and digital technologies that foster sustainability, offering solutions that are both user-friendly and environmentally conscious. I am particularly enthused about our initiatives aimed at restoring biodiversity, such as our projects in U.S. rangelands and pastures, Brazil’s native forests, and our progress in pioneering alternative solutions to combat mosquito-borne diseases like malaria and dengue.”

Section 2

Executive summary



Key global challenges

At Envu, we have a singular focus: helping to ensure the future health of the environments we all share. We are working with our partners with the aim of reducing threats, restoring natural spaces, and responding to challenges with confidence and precision.

PROTECTING HEALTH AND PREVENTING THE SPREAD OF DISEASE

Envu continues to invest in innovative solutions, ongoing research, training and education to help protect public health and prevent the spread of diseases in order to foster healthier environments where people live, work and play. We develop innovative solutions and provide technical support to the pest management professionals who share our purpose of protecting people from pest-related threats in residential, business and public settings.

Rodents, flying insects, cockroaches and mosquitoes impact living conditions and often carry and spread diseases. Envu is proud to contribute to controlling 93 of the top 100 invasive species worldwide. Our Professional Pest Management and Mosquito Management product ranges are critical contributors to tackling worldwide challenges, like reducing the loss of stored grain to rodents and battling the pests that spread vector-borne diseases.

This mission is especially important today as we witness a convergence of vector-borne diseases and the emergence of new pests, like the tiger mosquito in Africa. Malaria, dengue, leishmaniasis and Chagas disease are just a sample of the vector-borne diseases that affect more than half of the world's population. Our global footprint and focus on environmental science allow us to be specialized experts in pest control.



As part of our ESG commitment, **we aim to create healthier environments for the communities we serve.** We aim at preventing the spread of disease, protecting essential infrastructure, safeguarding our food supply and maintaining healthy green spaces.

¹World Health Organization, Vector-Borne Diseases
National Library of Medicine, Rodent-Related Zoonotic Pathogens at the Human-Animal-Environment Interface in Qatar: A Systematic Review and Meta-Analysis.

THE BURDEN OF MALARIA: AN ONGOING FIGHT

In 2022, nearly half of the world’s population was at risk of malaria – the world’s deadliest vector-borne disease – carried by mosquitoes, **with an estimated 249 million cases yearly.¹ About 608,000 of those cases resulted in death,¹** the majority in children under 5 years old.

While malaria poses a global health threat, sub-Saharan Africa carries a disproportionately high share of the global malaria burden, and 96% of malaria deaths occur in Africa.²

With more than 60 years of expertise in vector control, Envu is making a contribution to our collective goal of a future free of malaria. Through our vector control portfolio partnerships in local communities and worldwide institutions alike, we are promoting the safe use of malaria vector control solutions and investing in the next generation of malaria scientists.

The road to a malaria-free world is fraught with challenges: insecticide resistance, changes in mosquito behavior, high vector biodiversity, physical durability of insecticide-treated nets and residual transmission to name a few. As a leading company in vector control, Envu is proud to contribute to the fight against malaria with our current portfolio as well as innovative R&D projects.

DENGUE VIRUS: AN ENDEMIC FOE

About half of the world’s population is now at risk of contracting dengue virus³ – a viral infection transmitted to humans through the bite of infected mosquitoes – with between **100 and 400 million known annual cases,³ according to the World Health Organization.** While many dengue infections are asymptomatic or produce only mild illness, it can occasionally cause more severe cases and even death.

Vector control is the only means of preventing and controlling dengue, so we are committed to developing and commercializing new technologies in mosquito management to help control dengue, **which is endemic in over 100 countries.**

REDUCING FOOD WASTE TO COMBAT GLOBAL FOOD INSECURITY

Global food insecurity is increasing. In 2022, **food insecurity affected nearly 258 million people across 58 countries,⁴** according to the World Food Programme (WFP). In addition, around **14% of the world’s food is lost after harvest, resulting in losses estimated at \$400 billion per year.⁵** The UNEP’s Food Waste Index estimates **17% of food is wasted by retail and households, which is enough to feed 1.26 billion people annually.⁶** Additionally, food loss and waste account for 8%-10% of global greenhouse gas emissions, contributing

PROTECTING THE GREEN SPACES WHERE WE WORK, LIVE AND PLAY

Green spaces aren’t only integral to pastures and wildlands – they also support sustainable urban development and counteract the heat island effect,⁷ providing a line of defense against increasingly frequent and dangerous heat waves. Urban greenery improves water and air quality and can be a way to increase biodiversity. It also counters erosion by mitigating floodwater and promotes carbon dioxide absorption, which helps in offsetting greenhouse gas emissions.

Urban green spaces, including golf courses, also benefit citizens’ and users’ mental and physical health by supplying spaces for exercise, relaxation and connecting with nature. These benefits help counteract the global

Around 14% of the world’s food is lost after harvest, resulting in losses estimated at \$400 billion per year.⁵

to an unstable climate and extreme weather events such as droughts and flooding. This makes prioritizing the reduction of food loss and waste critical for the transition to sustainable agrifood systems that improve the efficient use of natural resources, lessen the impact of food production on the planet, and ensure food security and nutrition. We are proud that our products shield grain and food from rodent and insect damage to help reduce waste.

epidemics of mental illness such as depression, which has been found to affect approximately 1 in 20 worldwide, according to the National Health Institute.

The WHO’s guidelines on maintaining good health recommend that **each human should have access to at least 0.5 hectares (1.24 acres) of green space within 300 meters (984 feet) linear distance of every home.**

Envu is a key player in urban green spaces through our Turf & Ornamentals division, and our Forestry and Range & Pasture divisions contribute to the enhancement of beneficial green spaces around the globe.



¹World Health Organization, Malaria.
²Envu, The Burden of Malaria.
³World Health Organization. (2023, March 17). Dengue and Severe Dengue.
⁴World Vision. (2024, March 18). Global Hunger: 7 Facts You Need to Know.
⁵USDA Agricultural Research Service. (2023, July 12). Finding Creative Solutions to Fight Food Waste and Loss.
⁶Food and Agriculture Organization of the United Nations. (2022, September 29). Tackling Food Loss and Waste: A Triple Win Opportunity
⁷Lee, A. C. K., Jordan, H. C. and Horsley, J. (2015, August 27). Value of Urban Green Spaces in Promoting Healthy Living and Wellbeing: Prospects for Planning.



Invasive species cost more than **\$423 billion** annually.¹

CONTROLLING INVASIVE SPECIES THROUGH NATURE-POSITIVE RESTORATION

Unwanted, invasive or noxious species are more than a nuisance — they are a threat to nature, food security and human health. While invasive animal species can damage infrastructure (like termites) or carry diseases (like some mosquitoes, insects or rodents), invasive grasses degrade wildlife habitats, reduce ecosystem diversity, increase wildfire risk and thwart the operational safety of our infrastructure.

A recent report by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) found that **invasive species cost individuals and governments upwards of \$423 billion annually.**¹ They're also one of the five most important direct drivers of biodiversity loss and can cause ecosystem damage. The same report estimates that **invasive species are largely responsible for 60% of global plant and animal extinctions, driving annual costs that have quadrupled every decade since 1970.**¹

Fortunately, by proactively controlling unwanted brush, grasses and weeds and by scouting early and often, vegetation managers can identify and deal with invasive plants before they grow larger and stronger. We offer industrial vegetation management programs, innovative products and technical support for those who care for the land and work to protect society's infrastructure as well as our natural environment.

COMBATING LAND DEGRADATION

Between 2015 and 2019, the world lost at least 100 million hectares of healthy and productive land, and the United Nations Convention to Combat Desertification (UNCCD) predicts that pace will continue unless there is a concerted effort to combat the trend.²

The loss of productivity caused by land degradation creates barriers to sustainable development, food security, biodiversity conservation and climate change mitigation.³

Forests

By storing vast amounts of carbon and moderating the climate, forests serve as a critical defense against global warming. The Food and Agriculture Organization of the United Nations (FOA) reports that every year, we are losing about 4.7 million hectares⁴ of tropical forest due to many factors, including invasive pests and plants.

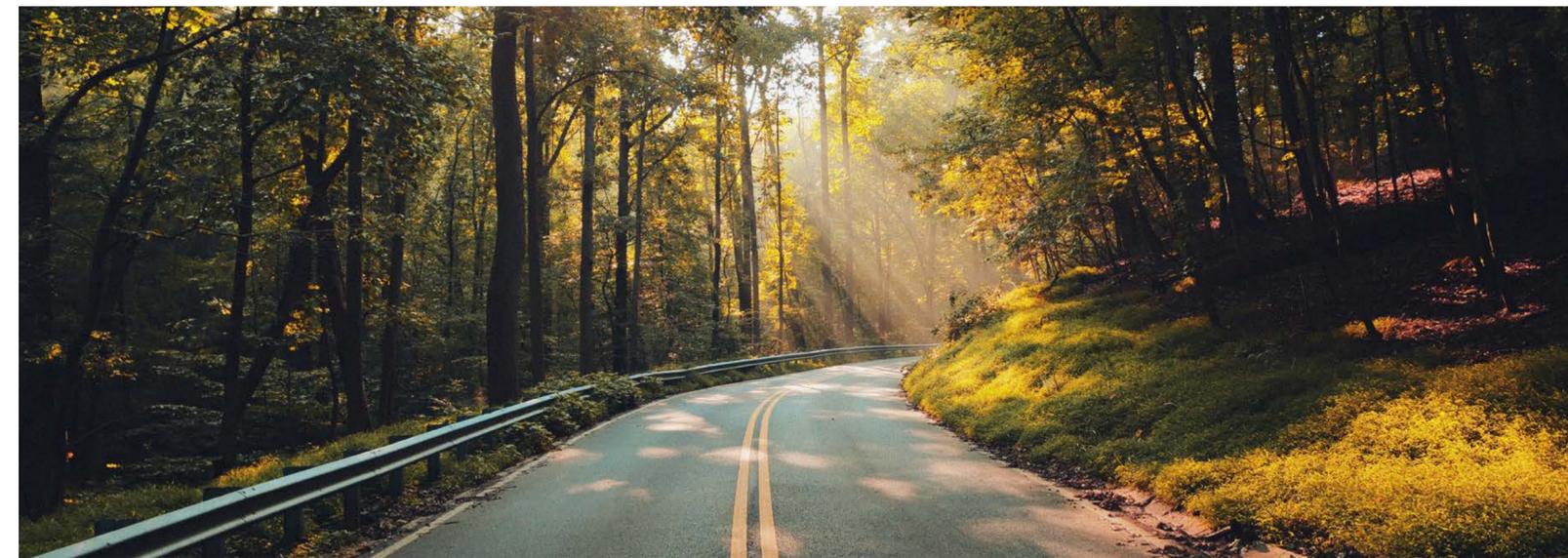
Grasslands

Besides acting as a vast carbon sink, grasslands are one of the most diverse ecosystems on Earth.⁵ Degradation of these ecosystems due to non-native invasive species like

cheatgrass increases their vulnerability, making them more susceptible to climate change and more severe wildfires. Invasive weeds and brush can also choke out healthy grasses, limiting forage for livestock or harvestable hay. Our contribution in their restoration and resetting their ecosystems also helps ensure and enhance livestock forage quality. Our Range & Pasture and Industrial Vegetation Management ranges are contributors in the fight against these global challenges.

Urban areas

Although they account for less than 1% of the Earth's land surface, urban areas are home to a surprising amount of biodiversity.⁶ Urban ecosystems are vital for increased quality of air, water and quality of life for their human inhabitants. Unchecked urban sprawl kills more natural habitats and fertile farmlands. Numerous studies across the globe have demonstrated the ability of healthy and vibrant urban green spaces to mitigate heat waves in cities.



¹Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem, (2023, September 4). Media Release: IPBES Invasive Alien Species Assessment.
²United Nations Convention to Combat Desertification, (2023, October 24). At Least 100 Million Hectares of Healthy Land Now Lost Each Year.
³UNCCD, (2015, November). Land Degradation and Climate Change.
⁴United Nations Decade on Ecosystem Restoration, Forests.
⁵United Nations Decade on Ecosystem Restoration, Grasslands, Shrublands and Savannahs.
⁶United Nations Decade on Ecosystem Restoration, Urban Areas.

Linking ESG to our strategy



Nature and biodiversity impact as a strategic differentiator

The core impact of Envu is centered around nature. Certain products have positive impacts on nature (e.g., land restoration, invasive species control), which sets us apart. Because we are aware that our products could also carry potential negative impact, we are engaged in impact assessment along the entire life cycle and already committed to portfolio stewardship.

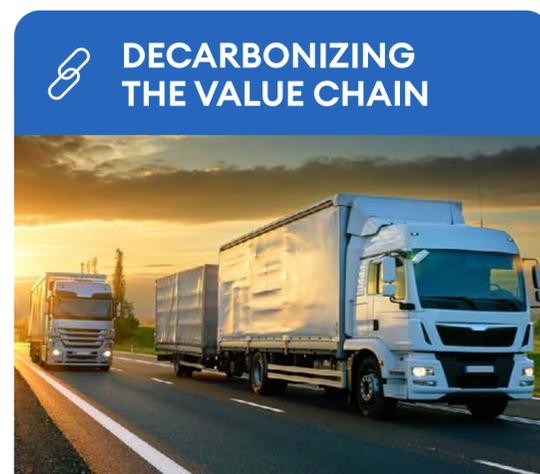
We believe that stakeholders will increasingly focus on the impact of a business on nature and its dependency on nature. As industry thought leaders, we are integrating these considerations in our strategies, innovations and stewardship actions.



Amplify products that create a positive societal impact

Envu has a unique product value proposition in the contribution of core products that create healthier, safer environments for people. For example, vector control health and well-being benefits as well as preventing the disruption of transport infrastructure. Professional Pest Management products protect people from pests, help prevent diseases from spreading, protect food from loss and preserve infrastructures.

Envu is proud of its value to society and public health issues and changing perceptions of chemical companies.



Decarbonization is strategically important to future-proof the business

Decarbonization is important to key stakeholders and requires concerted action across Scopes 1-3. The Envu asset light model means 90% total emissions are Scope 3. Robust supplier carbon footprint measurement and emissions reduction plans are vital to deliver on our decarbonization journey.

Over the long-term, climate change will significantly impact key customer segments (e.g., golf course land integrating conservation and agricultural use as well as increased demand of vector and pest management products due to increased temperatures). In collaboration with its business partners, Envu remains steadfast in building and achieving its decarbonization targets by implementing various initiatives and continually monitoring our global operations.

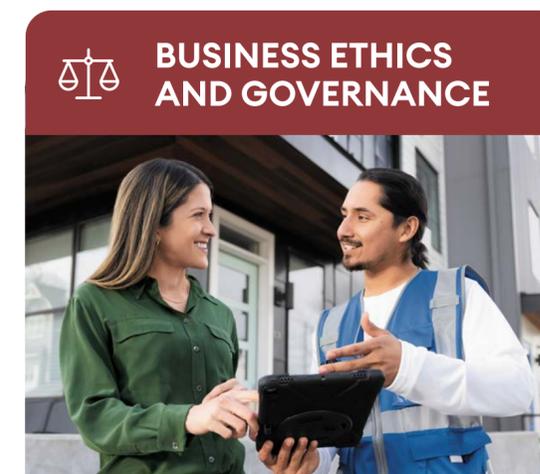


Diversity, inclusion and equity (DI&E) initiatives are key in enhancing social value creation

Research has consistently proven that diverse and inclusive workplaces lead to improved corporate performance in both the short and long term. By embracing DI&E practices, Envu is home to a broad range of perspectives, ideas and experiences, driving innovation and creative solutions.

Fostering a culture of diversity and inclusion is vital for Envu. We strive to create an environment where our employees feel valued, included and empowered. We aim to enhance employee morale and engagement and attract and retain the best talent.

Ensuring a safe working environment stands as our foremost commitment. Recognizing our duty to ensure our employees' physical well-being, Envu works continuously to enhance work experience quality and the overall welfare of our workforce within the organization and throughout the value chain.



Acting with integrity protects Envu from risks

Envu acknowledges the importance to exercise good judgment and act with integrity each and every day to create the foundation of trust with our customers, employees, business partners and shareholders. We take pride in doing things right. Moreover, integrity and compliance are not only moral imperatives – they are also strategic business imperatives. Acting with integrity enables Envu to prevent and mitigate risks as they arise. In ensuring a sustainable and positive impact on society, Envu continues to operate ethically, transparently and in compliance with laws across the globe.

Our actions and impacts

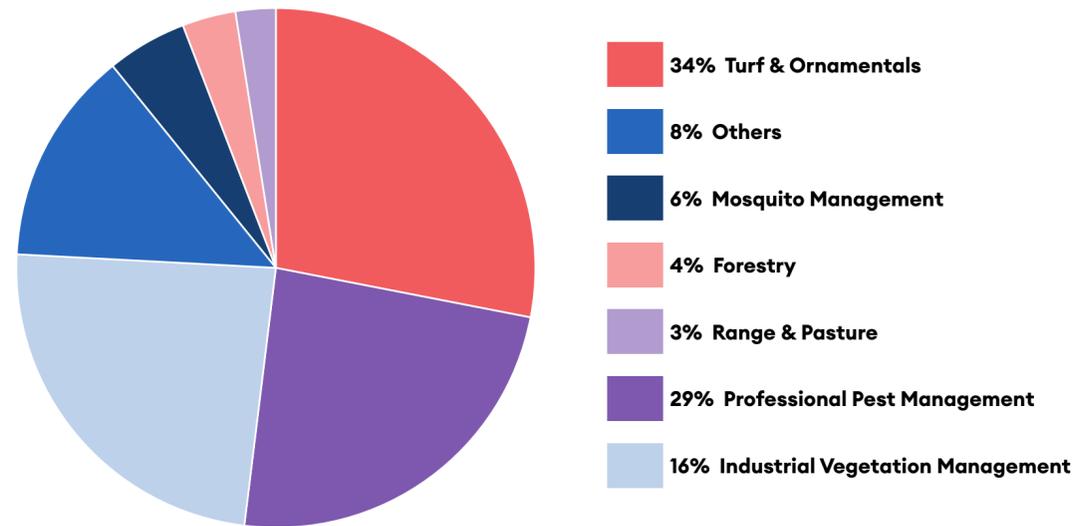
NATURE-POSITIVE INNOVATION	HEALTHIER SPACES AND PEOPLE	DECARBONIZING THE VALUE CHAIN	SAFE AND INCLUSIVE WORKPLACE	BUSINESS ETHICS AND GOVERNANCE
<p>CHALLENGE: Global threats to nature, economies, food security and human health caused by invasive species</p>	<p>CHALLENGE: Public health</p>	<p>CHALLENGE: Climate change and overall global warming</p>	<p>CHALLENGE: Employee safety and fair treatment in the workplace</p>	<p>CHALLENGE: 100% compliant business management and risk mitigation</p>
<p>INITIATIVE: Invasive species control</p>	<p>INITIATIVE: Vector-borne disease control</p>	<p>INITIATIVE: Scope 1 and 2 (own operations)</p>	<p>INITIATIVE: Human capital development</p>	<p>INITIATIVE: Whistleblowing and complaint management</p>
<p>EXAMPLES: Envu products are registered for control of 93 of the 1,000 most impactful invasive diseases worldwide.</p> <ul style="list-style-type: none"> Premise® SC insecticide controls invasive termite species. Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases. Racumin® range controls invasive rodents. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>EXAMPLE: Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Societal impact</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Fleet transition to EV in Europe. Data cloud reshaping structure led to 46% GHG footprint reduction. <p>IMPACTS ON MATERIALITY:</p> <p>↓ Climate change</p>	<p>EXAMPLE: Mentoring and learning programs accessible to 100% of employees.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> 0 compliance incidents. Compliance hotline and whistleblowing program in place.
<p>CHALLENGE: Biodiversity loss</p>	<p>CHALLENGE: Safety on railways and roads</p>	<p>INITIATIVE: Scope 1 and 2 (value chain)</p>	<p>INITIATIVE: Labor management</p>	<p>INITIATIVE: Sustainable procurement</p>
<p>INITIATIVE: Site biodiversity assessment</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> Biodiversity assessment performed on 21 sites. Habitat restoration on Clayton and Paulinia sites. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>INITIATIVE: Infrastructure preservation</p> <p>EXAMPLE: 50,000 km of railways maintained with our Smart Weeding System technology.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p> <p>↑ Societal impact</p>	<p>EXAMPLE: GHG footprint mapping and SBTi commitment.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↓ Climate change</p>	<p>EXAMPLE: Fairness at work commitments, whistleblowing program and coverage by collective union agreements.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Supplier Code of Conduct in place. Main risks identified and growth plan for 2024-2026. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Sustainable procurement</p>
<p>CHALLENGE: Land deterioration</p>	<p>CHALLENGE: Food waste</p>	<p>INITIATIVE: Food preservation</p>	<p>INITIATIVE: Occupational health and safety</p>	<p>INITIATIVE: Product stewardship</p>
<p>INITIATIVE: Land conservation and restoration project</p> <p>EXAMPLE: Atlantic Forest Alliance membership.</p> <ul style="list-style-type: none"> Rejuvra® herbicide contributes to restoration of native biodiversity on rangeland. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>EXAMPLE: K-Obiol® insecticide enables protection of 6 million tons of grains across the globe.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Societal impact</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Risk assessment. LTI¹ (frequency) 0.33/100 employees. Injury severity rate 3.67/100 employees. Mental health program. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>INITIATIVE: D&E</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> 90% inclusion score - monitored quarterly. Gender balance measurement and growth plan. Minority inclusion D.R.I.V.E. groups. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Product stewardship principles and dedicated teams across geographies ensuring safe use of our products via proper customer training and support. Risk assessment for all products brought to market. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Customers and end users</p> <p>↑ Societal impact</p> <p>↑ Product stewardship</p>

↑ Increase ↓ Decrease

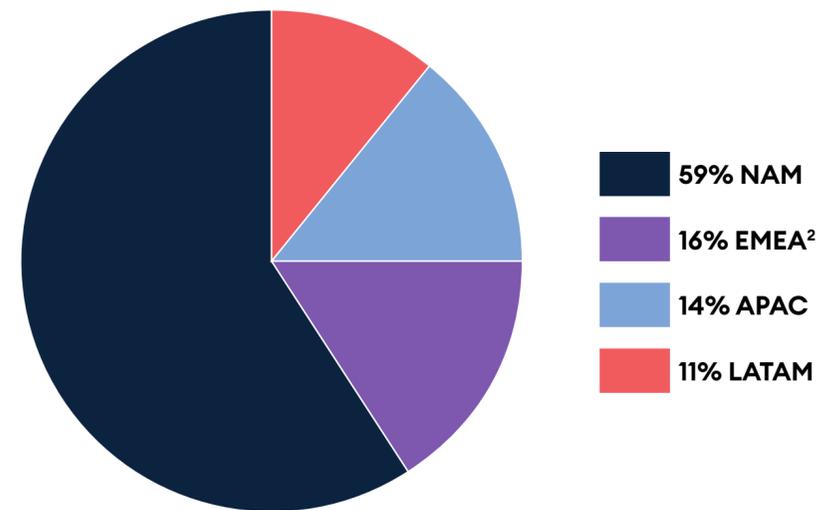
¹Lost time injury.

Financial and ESG highlights

2023 revenue by segment



2023 revenue by region



Direct Economic Value Distributed	2023 Highlights
Value distributed through operating costs	59% of net sales
Value distributed through employee wages and benefits	17% of net sales
Value distributed through payments to the government by countries	0% of net sales
Value distributed through community investment	0% of net sales

ESG Focus Area	2023 Highlights
Healthier spaces and people	<ul style="list-style-type: none"> 4 million households protected from malaria 3 million households protected from dengue 50,000 km of railways protected by the Smart Weeding System 63 million tons of grain protected from food loss 264,000 hectares of green space covered each year
Nature-positive innovation	<ul style="list-style-type: none"> Solutions to control 17 of the 100 most damaging invasive species worldwide and 93 of the top 1,000 76,000 hectares of land restored
Decarbonizing the value chain	<ul style="list-style-type: none"> Scope 1: 1,471.12 tCO₂eq Scope 2: 824.09 tCO₂eq Scope 3: 237,767.8 tCO₂eq Total: 240,063 tCO₂eq
Safe and inclusive workplace	<ul style="list-style-type: none"> 32.9% women in leadership¹ 90% inclusion score LTI³ (frequency) 0.33/100 employees
Business ethics and governance	<ul style="list-style-type: none"> 0 compliance incidents

¹(VS 1.3 and above).
²Including specialty active revenue.
³Lost time injury.

Our product highlights

HEALTHIER SPACES AND PEOPLE

PROFESSIONAL PEST MANAGEMENT



Integrated pest management program with Harmonix® Monitoring Paste and Harmonix® Rodent Paste.

- Harmonix® Monitoring Paste and Harmonix® Rodent Paste provide responsible control of invasive rodents spreading vector-borne diseases. A non-bioaccumulative rodenticide paste delivered in a three-step program controls rodents while minimizing the quantity of the product applied. Brand-new packaging reduces plastic by 80% compared to industry standard buckets.



- Premise® SC insecticide targets termites and can be used before and after construction. Termites are among the top 100 invasive species, causing millions of dollars of damages to infrastructure each year.



- TruDetx™ Bed Bug Rapid Test is a revolutionary new bed bug detection device that helps pest management professionals identify even low-level infestations. It is the most accurate bed bug detector available, and an innovation that Envu is proud to bring to market.

MOSQUITO MANAGEMENT



- An innovative space spray solution for combatting Aedes mosquito-borne arboviruses such as dengue, Zika and chikungunya, helping to saving millions of lives.



- The first combination product used in indoor residual spraying to delay resistance management and control mosquitoes responsible for malaria.

TURF & ORNAMENTALS



- This herbicide is proven to provide superior control of the most troublesome weeds to keep turfgrass beautiful and enable healthy and vibrant green spaces in and around cities.

NATURE-POSITIVE INNOVATION

RANGE & PASTURE



- **Restoration of native rangeland and control of invasive grasses.** Rejuvra® herbicide stops cheatgrass at the germination level and protects rangelands for up to four years so native plants can return. This increase in forage availability reduces grazing pressure on the land, improves the overall ecosystem and reduces the severity of devastating wildfires.



- RangeView™ digital platform provides ranchers a comprehensive view of their lands, enabling them to make informed decisions. In particular, it offers features to identify and map invasive species (such as cheatgrass and ventenata) in pastures. Its in-depth satellite imagery and machine learning functionalities offer unique support to ranchers. They can take the right steps to control those invasive species and restore natural plant biodiversity, increasing forage quality and rangeland productivity.

FORESTRY



- **Keeping forestry growing strong.** These products selectively control grasses and broadleaf weeds in conifer and hardwood production areas, enabling forests to grow faster by limiting competition in the early stages of growth.

Awards and recognitions

We achieved a score of 65/100 and ranked in the 85th percentile of more than 85,000 companies evaluated globally – only a year after Envu was launched. Our target is to increase our score and achieve a higher EcoVadis Sustainability Rating for the following reporting year.



Section 3

Our business





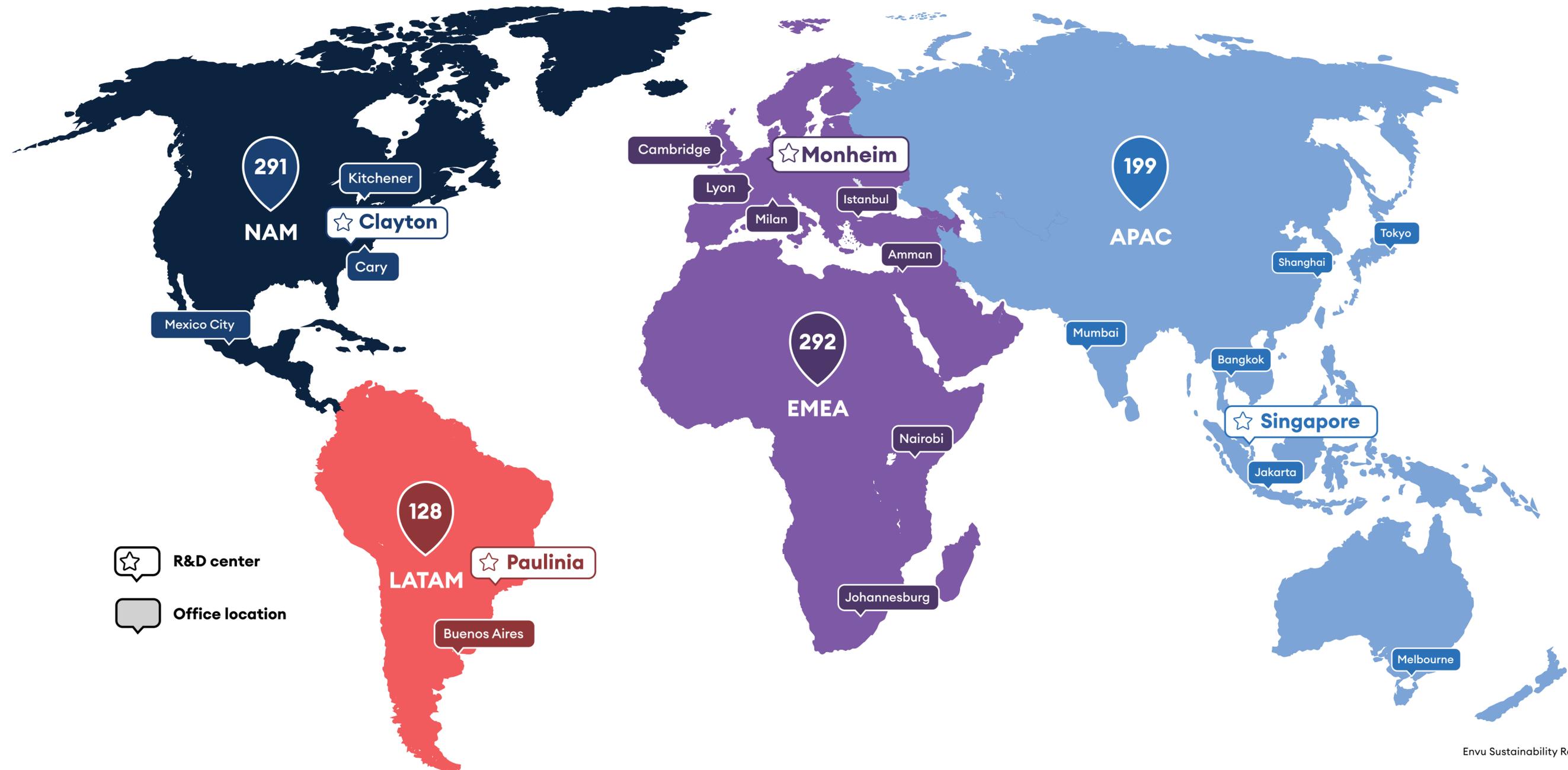
A unique company. A unique promise.

With half a century of environmental science experience, Envu was founded with a singular focus: to advance healthy environments for everyone everywhere. It is more than just a purpose – it is a shared responsibility.

We are Envu. With the right ideas and technology, we can face the future's toughest challenges and shape a world where humanity and nature can both thrive. That is our charge. That is our ambition. Together, we can be a force with nature.

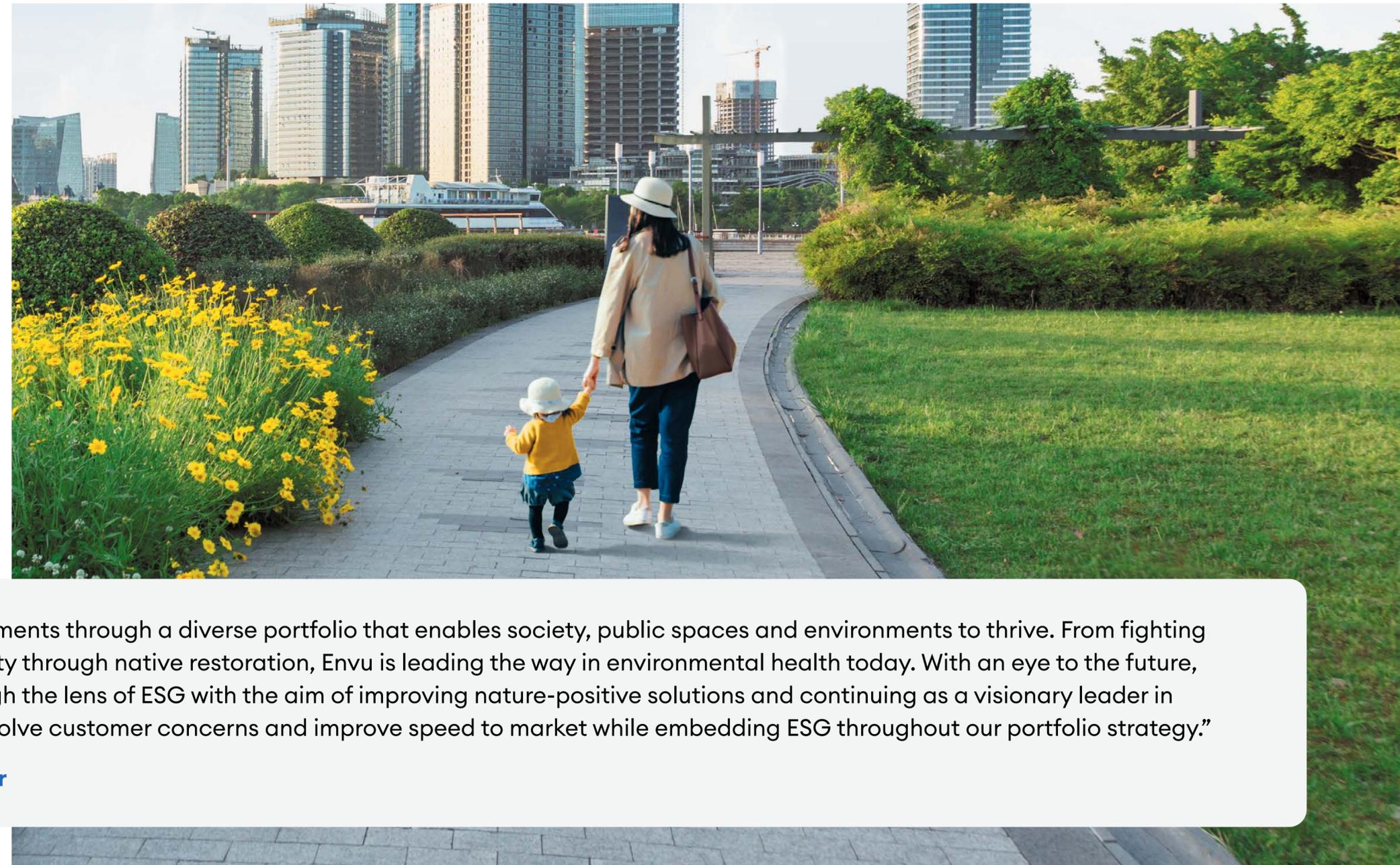
Operation sites

Number of employees by region



A diverse portfolio in line with our mission

-  TURF & ORNAMENTALS
-  PROFESSIONAL PEST MANAGEMENT
-  INDUSTRIAL VEGETATION MANAGEMENT
-  MOSQUITO MANAGEMENT
-  FORESTRY
-  RANGE & PASTURE



“At Envu, we are leaders in healthy environments through a diverse portfolio that enables society, public spaces and environments to thrive. From fighting malaria and dengue to restoring biodiversity through native restoration, Envu is leading the way in environmental health today. With an eye to the future, we are assessing the entire portfolio through the lens of ESG with the aim of improving nature-positive solutions and continuing as a visionary leader in environmental health. We will continue to solve customer concerns and improve speed to market while embedding ESG throughout our portfolio strategy.”

— **Tiffany Fremder, Chief Marketing Officer**



Turf & Ornamentals

Keeping turf on course

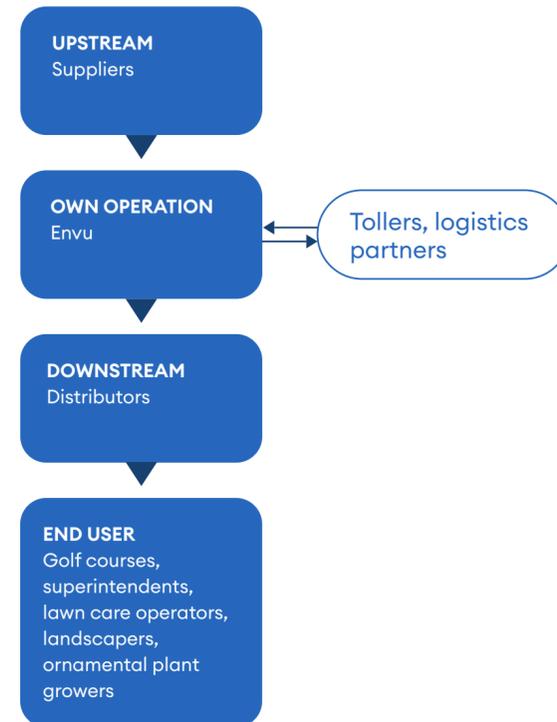
We have the solutions customers need to keep their green spaces healthy all year long. With industry-leading expertise, we can help diagnose, treat and care for every aspect of turf – above ground and below it.

Key turf challenges

- Soilborne pests that impact root health.
- Damaging insects in turf.
- Warm-season weed control.

What Envu delivers

- **Innovative products and formulations** to help diagnose and treat problems.
- **Industry-leading research** for practical, real-world solutions.
- **Envu experts with years of agronomic experience**, fully committed to helping keep turf in prime condition.



Professional Pest Management

Delivering healthier, pest-free environments

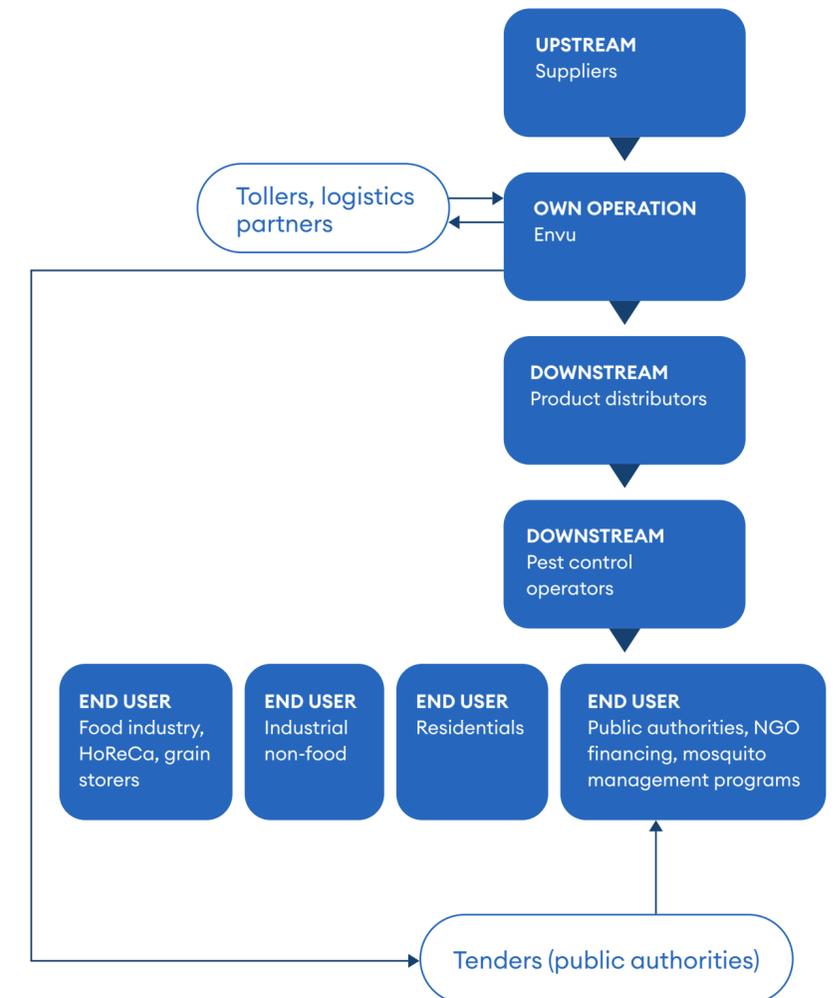
We work with pest management professionals to control rodents, cockroaches and other unwanted guests while keeping customers protected.

Key pest management challenges

- Keeping our food supply pest-free and uncontaminated.
- Protecting people against pest-related threats in residential, business and public settings.
- Maintaining a high standard of living for societies all over the world.

What Envu delivers

- **Leading-edge digital tools** to provide value-added services and solutions.
- **Innovative products** that address pest threats with precision.
- **Deep technical support, education and customer-driven solutions** that deliver the results that households, businesses and communities depend on.





Industrial Vegetation Management

Smarter solutions for a healthier way forward

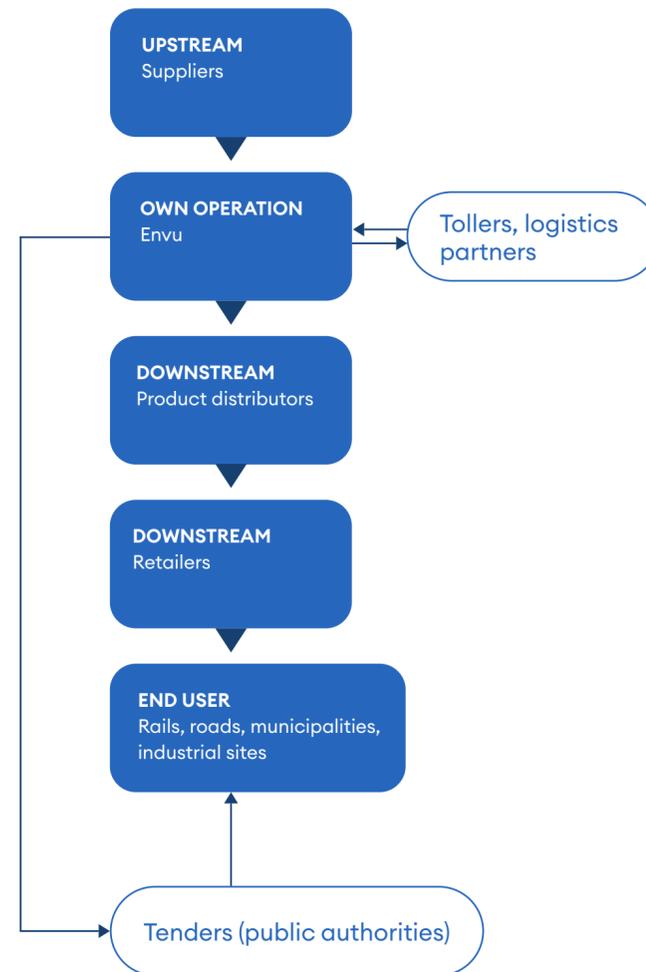
We offer innovative solutions for controlling unwanted, invasive or noxious weeds to protect the land and infrastructure we all share.

Key vegetation management challenges

- Protecting and enhancing the safety of roadways, railways, bareground and utility corridors.
- Slowing the spread of annual grasses that degrade wildlife habitats, reduce ecosystem diversity and increase wildfire risk.
- Being mindful of both society's infrastructure and our natural environment.

What Envu delivers

- Industrial vegetation management programs tailored to unique applications.
- Innovative products that keep invasive vegetation under control and enhance safety, like the SWS.
- Trusted partnership and technical support to help vegetation management professionals be good stewards of the land.



Mosquito Management

Protecting health and preventing the spread of diseases

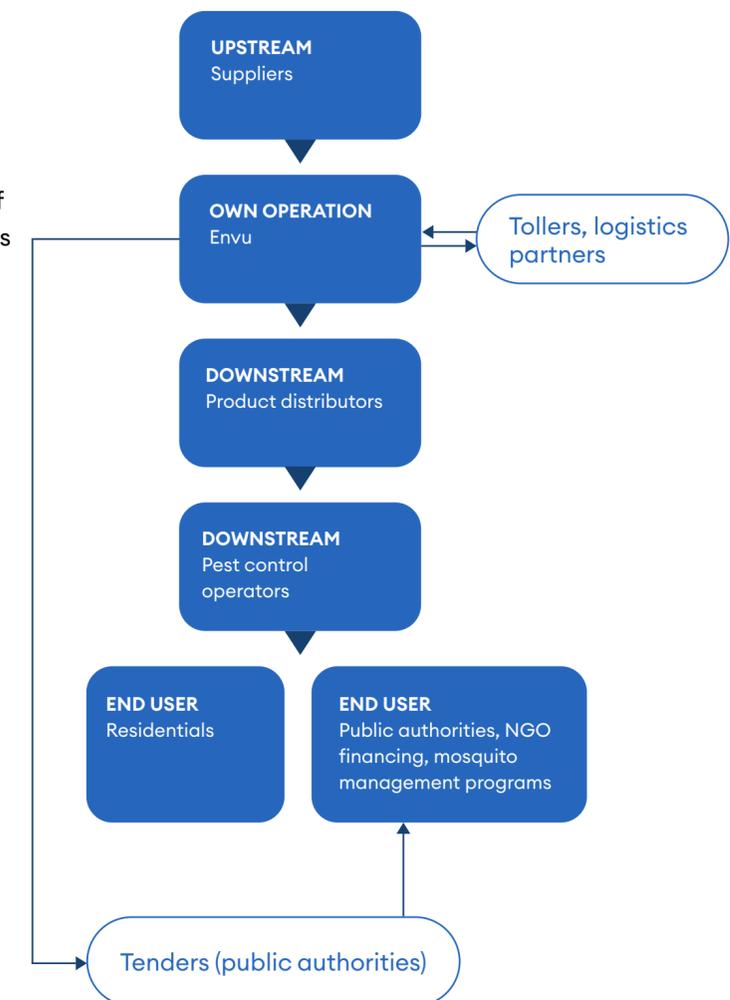
Mosquitoes threaten public health because of the diseases they transmit and cause more than 725,000 deaths each year. To take action against the burden of malaria and other mosquito-borne diseases, Envu works alongside leading institutions and local organizations all around the world to develop effective solutions that will protect populations.

Key mosquito management challenges

- Keeping public and private spaces protected.
- Slowing the spread of vector-borne diseases and keeping communities healthy.
- Fighting mosquito resistance.

What Envu delivers

- Research, training and education to help protect the public health of our communities and prevent the spread of disease.
- Innovative products that make long-lasting mosquito control possible.
- Exclusive formulas that yield strong, long-lasting results.





Forestry

Keeping forests growing strong

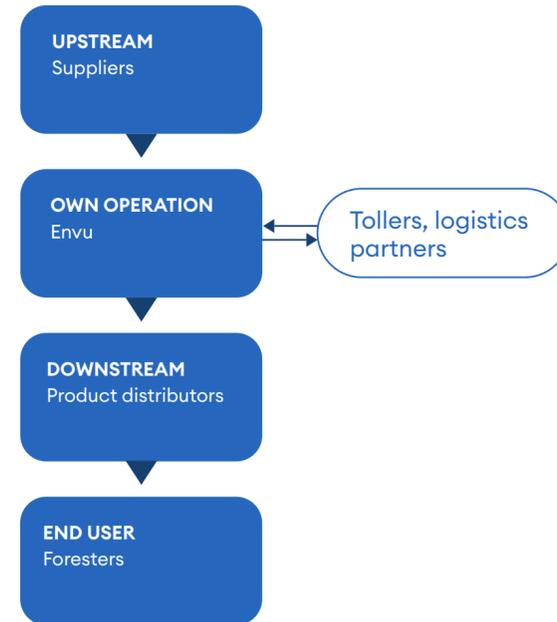
Envu Forestry solutions control a wide range of sites for both hardwood and conifer plantations, including site preparation, release after planting and mid-rotation release.

Key forestry challenges

- Maximizing healthy growth and meeting the growing demand for wood.
- Restoring native forests.
- Increasing biodiversity.

What Envu delivers

- **Science-based solutions** designed to protect the health of our trees and forests.
- **Innovative products** that expand the spectrum of weed, brush and vine control.
- **Deep technical support, education and customer-driven solutions** that deliver results.



Range & Pasture

Maximizing your land's potential

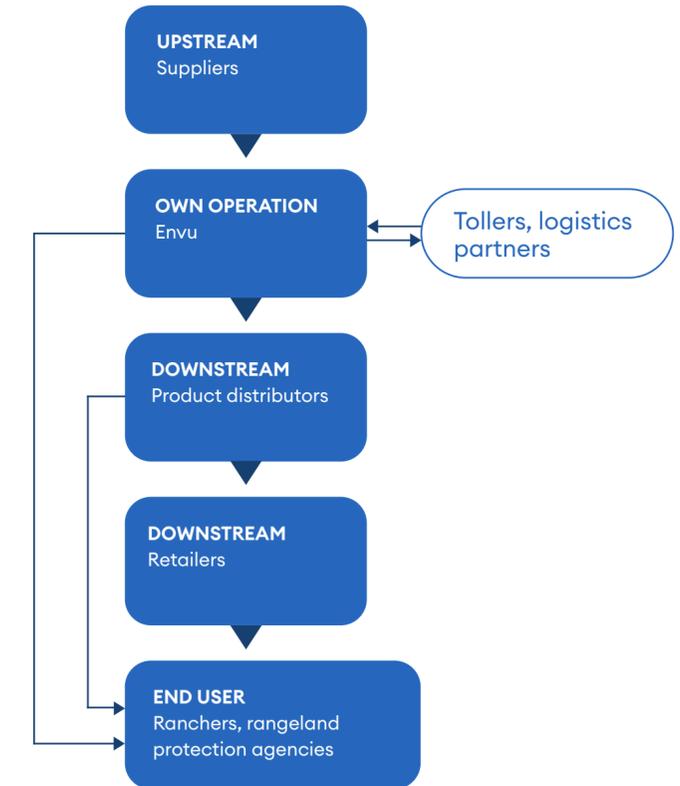
Invasive weeds and brush can choke out healthy grasses, limiting forage for livestock or harvestable hay. So we're investing in innovative solutions to help customers better care for the land.

Key range and pasture challenges

- Controlling invasive brush like huisache and mesquite.
- Stopping the cycle of cheatgrass and reducing wildfire risks.
- Managing summer and winter annual broadleaf weeds and grasses to increase hay quality.

What Envu delivers

- **Innovative solutions** to help range and pasture managers better care for the land.
- **Stronger ROI** to help ranchers maximize their land's potential.
- **Innovative chemistry** that redefines brush control and restores rangeland.



Our vision of sustainability

At Envu, we believe that ensuring longevity requires a different perspective. To solve some of the biggest challenges our customers, communities and society face, our focus must be on the future of our environments. That focus requires us to have boots on the ground alongside our customers to identify and understand challenges through their eyes.

As a business, we see environments from micro to macro and have a deep understanding of how to help them flourish. We pair this point of view with a laser-sharp industry focus. This deep expertise and care for our customers and stakeholders combine to create two invaluable results: trust and impact. Trust that we can identify the issues at hand and create lasting, sustainable solutions. And impact for the customers we serve, the communities we live and work in, and the environments that, without proper care and urgent attention, face serious risks.

As leaders in this industry and members of the communities we aim to serve, envisioning a more sustainable future is only the beginning. We strive to lead the way toward that future because the challenges we solve today ensure a healthy future for all.



Linking ESG to our strategy



Nature and biodiversity impact as a strategic differentiator

The core impact of Envu is centered around nature. Certain products have positive impacts on nature (e.g., land restoration, invasive species control), which sets us apart. Because we are aware that our products could also carry potential negative impact, we are engaged in impact assessment along the entire life cycle and already committed to portfolio stewardship.

We believe that stakeholders will increasingly focus on the impact of a business on nature and its dependency on nature. As industry thought leaders, we are integrating these considerations in our strategies, innovations and stewardship actions.



Amplify products that create a positive societal impact

Envu has a unique product value proposition in the contribution of core products that create healthier, safer environments for people. For example, vector control health and well-being benefits as well as preventing the disruption of transport infrastructure. Professional Pest Management products protect people from pests, help prevent diseases from spreading, protect food from loss and preserve infrastructures.

Envu is proud of its value to society and public health issues and changing perceptions of chemical companies.



Decarbonization is strategically important to future-proof the business

Decarbonization is important to key stakeholders and requires concerted action across Scopes 1-3. The Envu asset light model means 90% total emissions are Scope 3. Robust supplier carbon footprint measurement and emissions reduction plans are vital to deliver on our decarbonization journey.

Over the long-term, climate change will significantly impact key customer segments (e.g., golf course land integrating conservation and agricultural use as well as increased demand of vector and pest management products due to increased temperatures). In collaboration with its business partners, Envu remains steadfast in building and achieving its decarbonization targets by implementing various initiatives and continually monitoring our global operations.

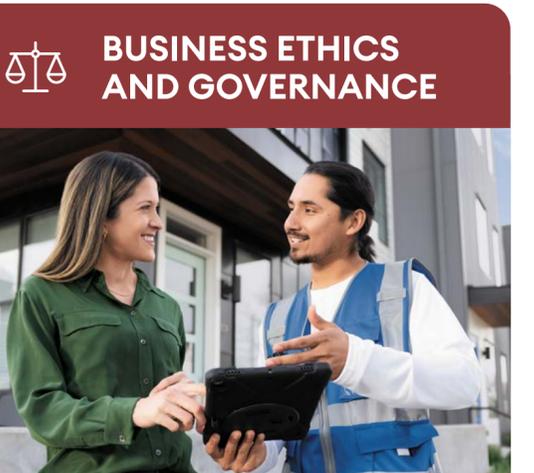


Diversity, inclusion and equity (DI&E) initiatives are key in enhancing social value creation

Research has consistently proven that diverse and inclusive workplaces lead to improved corporate performance in both the short and long term. By embracing DI&E practices, Envu is home to a broad range of perspectives, ideas and experiences, driving innovation and creative solutions.

Fostering a culture of diversity and inclusion is vital for Envu. We strive to create an environment where our employees feel valued, included and empowered. We aim to enhance employee morale and engagement and attract and retain the best talent.

Ensuring a safe working environment stands as our foremost commitment. Recognizing our duty to ensure our employees' physical well-being, Envu works continuously to enhance work experience quality and the overall welfare of our workforce within the organization and throughout the value chain.



Acting with integrity protects Envu from risks

Envu acknowledges the importance to exercise good judgment and act with integrity each and every day to create the foundation of trust with our customers, employees, business partners and shareholders. We take pride in doing things right. Moreover, integrity and compliance are not only moral imperatives – they are also strategic business imperatives. Acting with integrity enables Envu to prevent and mitigate risks as they arise. In ensuring a sustainable and positive impact on society, Envu continues to operate ethically, transparently and in compliance with laws across the globe.

Our actions and impacts

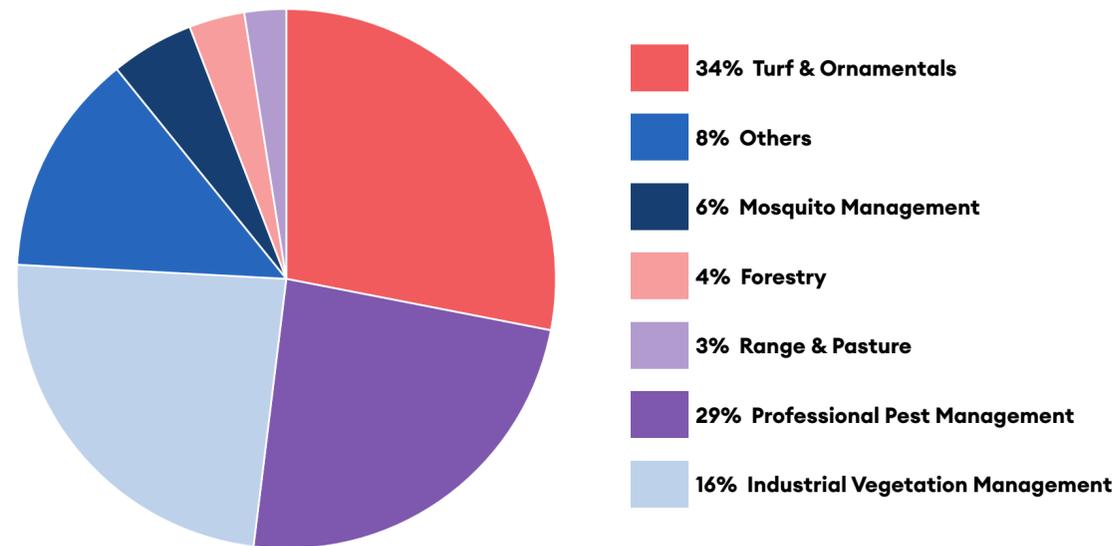
NATURE-POSITIVE INNOVATION	HEALTHIER SPACES AND PEOPLE	DECARBONIZING THE VALUE CHAIN	SAFE AND INCLUSIVE WORKPLACE	BUSINESS ETHICS AND GOVERNANCE
<p>CHALLENGE: Global threats to nature, economies, food security and human health caused by invasive species</p>	<p>CHALLENGE: Public health</p>	<p>CHALLENGE: Climate change and overall global warming</p>	<p>CHALLENGE: Employee safety and fair treatment in the workplace</p>	<p>CHALLENGE: 100% compliant business management and risk mitigation</p>
<p>INITIATIVE: Invasive species control</p>	<p>INITIATIVE: Vector-borne disease control</p>	<p>INITIATIVE: Scope 1 and 2 (own operations)</p>	<p>INITIATIVE: Human capital development</p>	<p>INITIATIVE: Whistleblowing and complaint management</p>
<p>EXAMPLES: Envu products are registered for control of 93 of the 1,000 most impactful invasive diseases worldwide.</p> <ul style="list-style-type: none"> Premise® SC insecticide controls invasive termite species. Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases. Racumin® range controls invasive rodents. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>EXAMPLE: Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Societal impact</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Fleet transition to EV in Europe. Data cloud reshaping structure led to 46% GHG footprint reduction. <p>IMPACTS ON MATERIALITY:</p> <p>↓ Climate change</p>	<p>EXAMPLE: Mentoring and learning programs accessible to 100% of employees.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> 0 compliance incidents. Compliance hotline and whistleblowing program in place.
<p>CHALLENGE: Biodiversity loss</p>	<p>CHALLENGE: Safety on railways and roads</p>	<p>INITIATIVE: Scope 1 and 2 (value chain)</p>	<p>INITIATIVE: Labor management</p>	<p>INITIATIVE: Sustainable procurement</p>
<p>INITIATIVE: Site biodiversity assessment</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> Biodiversity assessment performed on 21 sites. Habitat restoration on Clayton and Paulinia sites. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>INITIATIVE: Infrastructure preservation</p> <p>EXAMPLE: 50,000 km of railways maintained with our Smart Weeding System technology.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p> <p>↑ Societal impact</p>	<p>EXAMPLE: GHG footprint mapping and SBTi commitment.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↓ Climate change</p>	<p>EXAMPLE: Fairness at work commitments, whistleblowing program and coverage by collective union agreements.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Supplier Code of Conduct in place. Main risks identified and growth plan for 2024-2026. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Sustainable procurement</p>
<p>CHALLENGE: Land deterioration</p>	<p>CHALLENGE: Food waste</p>	<p>INITIATIVE: Food preservation</p>	<p>INITIATIVE: Occupational health and safety</p>	<p>INITIATIVE: Product stewardship</p>
<p>INITIATIVE: Land conservation and restoration project</p> <p>EXAMPLE: Atlantic Forest Alliance membership.</p> <ul style="list-style-type: none"> Rejuvra® herbicide contributes to restoration of native biodiversity on rangeland. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>EXAMPLE: K-Obiol® insecticide enables protection of 6 million tons of grains across the globe.</p> <p>IMPACTS ON MATERIALITY:</p> <p>↑ Societal impact</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Risk assessment. LTI¹ (frequency) 0.33/100 employees. Injury severity rate 3.67/100 employees. Mental health program. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>INITIATIVE: DI&E</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> Product stewardship principles and dedicated teams across geographies ensuring safe use of our products via proper customer training and support. Risk assessment for all products brought to market. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Customers and end users</p> <p>↑ Societal impact</p> <p>↑ Product stewardship</p>
<p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>IMPACTS ON MATERIALITY:</p> <p>↑ Biodiversity and ecosystem</p>	<p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>EXAMPLES:</p> <ul style="list-style-type: none"> 90% inclusion score - monitored quarterly. Gender balance measurement and growth plan. Minority inclusion D.R.I.V.E. groups. <p>IMPACTS ON MATERIALITY:</p> <p>↑ Human capital</p>	<p>IMPACTS ON MATERIALITY:</p> <p>↑ Customers and end users</p> <p>↑ Societal impact</p> <p>↑ Product stewardship</p>

↑ Increase ↓ Decrease

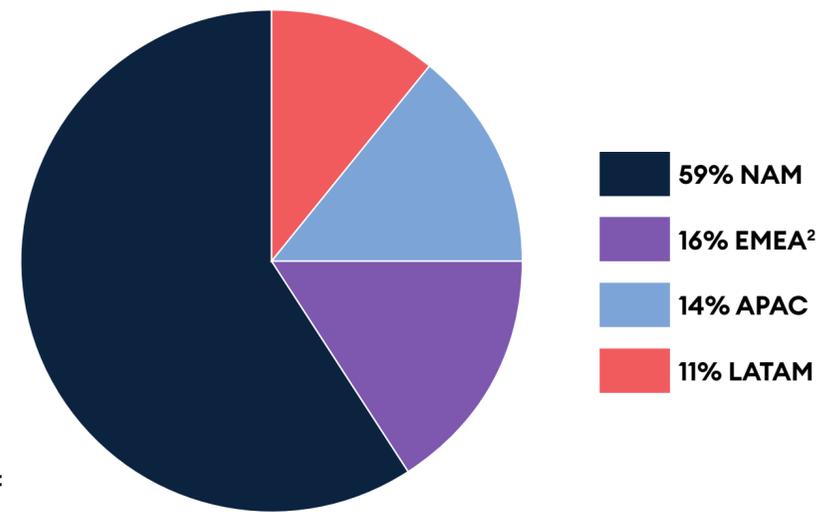
¹Lost time injury.

Financial and ESG highlights

2023 revenue by segment



2023 revenue by region



Direct Economic Value Distributed	2023 Highlights
Value distributed through operating costs	59% of net sales
Value distributed through employee wages and benefits	17% of net sales
Value distributed through payments to the government by countries	0% of net sales
Value distributed through community investment	0% of net sales

ESG Focus Area	2023 Highlights
Healthier spaces and people	<ul style="list-style-type: none"> 4 million households protected from malaria 3 million households protected from dengue 50,000 km of railways protected by the Smart Weeding System 63 million tons of grain protected from food loss 264,000 hectares of green space covered each year
Nature-positive innovation	<ul style="list-style-type: none"> Solutions to control 17 of the 100 most damaging invasive species worldwide and 93 of the top 1,000 76,000 hectares of land restored
Decarbonizing the value chain	<ul style="list-style-type: none"> Scope 1: 1,471.12 tCO₂eq Scope 2: 824.09 tCO₂eq Scope 3: 237,767.8 tCO₂eq Total: 240,063 tCO₂eq
Safe and inclusive workplace	<ul style="list-style-type: none"> 32.9% women in leadership¹ 90% inclusion score LTI³ (frequency) 0.33/100 employees
Business ethics and governance	<ul style="list-style-type: none"> 0 compliance incidents

¹(VS 1.3 and above).
²Including specialty active revenue.
³Lost time injury.

Section 4

Our sustainability and ESG focus



Our ESG framework

When we began our journey, it was important for us to start on the right track. We identified our internal and external stakeholders as being best positioned to help determine the most material topics that could inform a sustainability strategy and create value for our company and value chain. The results of this double materiality study provided the foundation for the five pillars of our strategy. These pillars are supported by core drivers and related UNSDGs.

Envu Strategic Pillars:

<p>NATURE-POSITIVE INNOVATION</p>	<p>Impact on nature We are enhancing biodiversity and helping our ecosystem flourish by controlling invasive species and pests, restoring native forests and rangelands, and using advanced solutions and digital technologies to optimize product usage.</p>
<p>HEALTHIER SPACES AND PEOPLE</p>	<p>Impact on society We are preventing the spread of disease, protecting essential infrastructure, safeguarding our food supply and maintaining healthy green spaces.</p>
<p>DECARBONIZING THE VALUE CHAIN</p>	<p>Impact on the way we operate We are committed to net-zero emissions across our value chain, offering products that lower our carbon footprint, and working with partners who meet our environmental and social standards.</p>
<p>SAFE AND INCLUSIVE WORKPLACE</p>	<p>Impact on our team We are creating a work environment where diverse and talented people from all over the world feel safe and empowered to positively change the world through their work.</p>
<p>BUSINESS ETHICS AND GOVERNANCE</p>	<p>Acting with integrity to reduce risk We exercise good judgment and act with integrity each and every day to create a foundation of trust with our customers, employees, business partners and shareholders to prevent and mitigate risks as they arise.</p>

Material ESG Topics (From Double Materiality Study):

<p>5. Biodiversity and Ecosystem</p>
<p>9. Community and Societal Impacts 11. Portfolio Stewardship</p>
<p>1. Climate Change Impacts: Own Operations 2. Climate Change Impacts: Value Chain</p>
<p>6. Human Capital Development 8. Human Rights and Labor Management</p>
<p>3. Water Resources 4. Waste and Resource Circularity 12. Sustainable Procurement Practices 13. Responsible Business and Governance Practices</p>

Double materiality assessment

Between October and December 2023, Envu conducted a double materiality assessment to better understand, evaluate and report on its critical sustainability impacts, risks and opportunities (IROs) in the short, medium and long term. Double materiality is one of the key principles of the EU Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), and it is therefore a key first step toward future regulatory

requests from EU ESG-related laws and regulations. This also allows Envu to capture how stakeholders view key ESG topics that are likely to affect the Envu enterprise value (“financial materiality”) as well as the ways in which Envu impacts society and the environment (“impact materiality”). The assessment will be refreshed on an annual basis and continue to refine the Envu ESG strategy as material topics change in importance over time.



- 1 Benchmarking:** Review and analysis on peer reports
- 2 Materiality matrix:** Identification of 72 potential material topics
- 3 Stakeholder engagement:** Interviews with internal and external stakeholders
- 4 IROs assessment:** Assessment on impacts, risks and opportunities
- 5 Consolidation:** 14 material topics and 8 top ESG priorities from Envu



Envu double materiality matrix

The 8 topics **highlighted** have emerged as the most material ESG topics from the **double materiality assessment** performed.

ENVIRONMENTAL

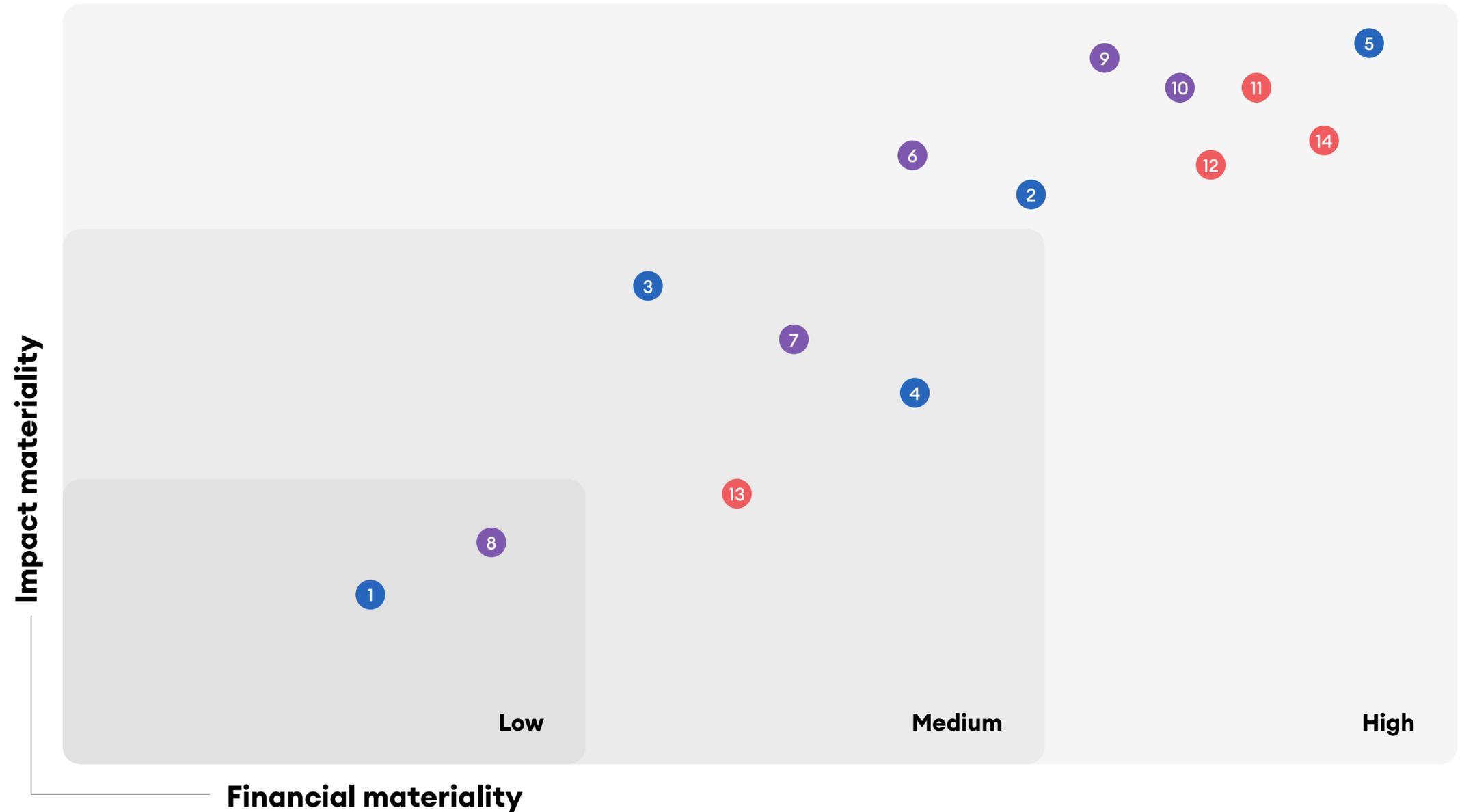
- 1. Climate Change Impacts: Own Operations
- 2. Climate Change Impacts: Value Chain
- 3. Water Resources
- 4. Waste and Resource Circularity
- 5. Biodiversity and Ecosystems

SOCIAL

- 6. Human Capital Development
- 7. Occupational Health, Safety and Well-Being
- 8. Human Rights and Labor Management
- 9. Community and Societal Impacts
- 10. Customers and End Users

GOVERNANCE

- 11. Portfolio Stewardship
- 12. Sustainable Procurement Practices
- 13. Responsible Business and Governance Practices
- 14. Regulatory and Compliance



ENVU MATERIAL ESG TOPICS

1. Climate Change Impacts: Own Operations	2. Climate Change Impacts: Value Chain	3. Water Resources	4. Waste and Resource Circularity	5. Biodiversity and Ecosystems
<p>DEFINITION Envu Scope 1-2 emissions, including energy usage, renewables, efficiency initiatives, emissions reduction and Envu climate change adaptation measures (e.g., net-zero considerations, policies, risk approaches).</p> <p>IMPACT LEVEL Low STRATEGIC PILLARS Decarbonizing the value chain</p>	<p>DEFINITION Envu Scope 3 emissions, spanning indirect activities from business travel to end-consumer product impact and addressing climate risks in the supply chain.</p> <p>IMPACT LEVEL High STRATEGIC PILLARS Decarbonizing the value chain</p>	<p>DEFINITION Water resource management in Envu global operations and value chain, including usage in water-stressed areas, upstream wastewater discharge, recycling and pollution prevention.</p> <p>IMPACT LEVEL Medium STRATEGIC PILLARS Business ethics and governance</p>	<p>DEFINITION Evaluated in both own operations and value-chain waste management, this includes resource use, waste generation (including hazardous chemical waste), disposal, recycling, and circularity efforts to reduce the production, consumption and post-consumption-related waste, including packaging impacts.</p> <p>IMPACT LEVEL Medium STRATEGIC PILLARS Business ethics and governance</p>	<p>DEFINITION Envu product impact on biodiversity, also its land use across the value chain, and includes the impacts that suppliers, customers and end users have on biodiversity. It also includes ongoing conservation and restoration efforts.</p> <p>IMPACT LEVEL High STRATEGIC PILLARS Nature-positive innovation</p>
<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>
<p>+ Although our footprint is small due to the “asset light” business model, shifting to renewable energy sources can significantly reduce Envu Scope 1 and 2 GHG emissions, fostering environmental sustainability.</p> <p>- The development of a GHG baseline shows the need to continue to improve emissions calculations, impeding the assessment and reduction of our environmental footprint.</p> <p>+ Shifting to remote and hybrid working models allows us to cut energy use and emissions through reduced reliance on office spaces.</p>	<p>+ Adopting a full life cycle approach can mitigate Scope 3 emissions tied to product use.</p> <p>+ An effective supplier localization strategy can minimize transport emissions and reduce Scope 3 impact. Conversely, if not implemented efficiently, it may result in increased Scope 3 emissions due to a lower level of resource efficiency.</p> <p>- Fossil fuel reliance in production and noncircular packaging contributes to CO2 emissions.</p>	<p>+ The Phytobac system manages pesticide use, prevents surface water pollution and shows our commitment to responsible environmental practices.</p> <p>- Inadequate disposal of production wastewater could cause water and soil contamination. Transparent product labeling and thoughtful selection of production and logistic partners are key to mitigating potential negative impacts.</p> <p>- The use of water-intensive chemicals, especially in golf course care, exacerbates the strain on water resources, particularly in already water-scarce areas.</p>	<p>- Waste management is outsourced to our value-chain partners. If not managed properly, there could be a risk that some of these companies may have inadequate practices exacerbating ESG impacts, especially if exported to regions with lax standards. Corporate product safety and stewardship standards, enforced in the supply base, are key to mitigating potential impacts.</p> <p>+ Adhering to environmentally friendly packaging solutions and circular principles in product development can help ensure proper disposal and minimize environmental harm.</p>	<p>+ Envu prioritizes biodiversity protection and restoration with products that help control invasive species and restore ranges and pastures.</p> <p>- Even without manufacturing sites, our operations and office locations in over 21 countries incur a risk that one or several of these locations could affect endangered species habitats and conservation.</p> <p>+ Envu acknowledges high environmental risks deriving from the use of chemicals and is committed to considering ecotoxicity and biodiversity during product development and regulatory risk assessment.</p>

■ Actual **+** Positive impact
■ Potential **-** Negative impact

ENVU MATERIAL ESG TOPICS

6. Human Capital Development	7. Occupational Health, Safety and Well-Being	8. Human Rights and Labor Management	9. Community and Societal Impacts	10. Customers and End Users
<p>DEFINITION Envu human capital, including talent management, training, DI&E and labor relations. It also addresses internal processes for workforce engagement, training, satisfaction and involvement in key decision-making.</p> <p>IMPACT LEVEL High STRATEGIC PILLARS Safe and inclusive workplace</p>	<p>DEFINITION Relates to all employees and suppliers and includes health, safety and well-being aspects (policies, procedures, trainings), physical and mental well-being programs, safety measures, and incident monitoring mechanisms, including incidents as a result of misused and incorrect application of Envu products.</p> <p>IMPACT LEVEL Medium STRATEGIC PILLARS Safe and inclusive workplace</p>	<p>DEFINITION Includes measures related to human rights, modern slavery, anti-forced and child labor, fair wages, and freedom of association for employees and suppliers across all regions.</p> <p>IMPACT LEVEL Low STRATEGIC PILLARS Safe and inclusive workplace</p>	<p>DEFINITION Envu societal responsibility impacts on local communities and the general public, covering initiatives, resources, employee volunteering, socioeconomic benefits and wider community impacts (positive/negative) deriving from Envu products.</p> <p>IMPACT LEVEL High STRATEGIC PILLARS Healthier spaces and people</p>	<p>DEFINITION Focuses on the impact of Envu products and how they affect their customers' and end users' safety and well-being. It includes considerations for safe handling, secure data management and responsible marketing.</p> <p>IMPACT LEVEL High STRATEGIC PILLARS Business ethics and governance</p>
<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>
<p>+ Envu prioritizes inclusion and diversity, empowering employees, and enhancing company performance.</p>	<p>+ There is an opportunity to strengthen product distribution and labeling processes to minimize misuse of products (wrong application, dosage and storage) and related health and safety risks.</p>	<p>+ Our impact is largely through influence on suppliers and downstream partners.</p>	<p>+ Our products contribute positively to public health by preventing mosquito-borne diseases, ensuring pest-free environments and safeguarding food supplies.</p>	<p>+ Envu addresses risks with clear labeling, instructions and digital solutions, enhancing communication and safe product use.</p>
<p>- Increased workload post-carve-out has raised stress levels, potentially impacting employee productivity.</p>		<p>+ As our supplier base transitions, this topic will become increasingly important, bringing an opportunity to have greater impact.</p>	<p>+ Envu products play a vital role in securing critical infrastructure through effective vegetation management in roads and railways.</p>	
		<p>- An extensive use of third parties, service providers and decentralized suppliers can perpetuate risks related to human rights and working conditions.</p>	<p>- Misuse of chemical solutions poses environmental and public health risks, while malfunction or reduced efficacy could adversely affect the health of the communities they serve. Enhancing our portfolio and customer stewardship is critical to promoting safe product use.</p>	<p>+ Some of our products could face challenges due to hazard classification. A strong stewardship program that promotes safe use is critical. Exploring greener alternatives as well as other nonchemical solutions are an already ongoing pathway that may involve trade-offs in effectiveness and pricing.</p>

Actual + Positive impact
Potential - Negative impact

ENVU MATERIAL ESG TOPICS

11. Portfolio Stewardship	12. Sustainable Procurement Practices	13. Responsible Business and Governance Practices	14. Regulatory and Compliance
<p>DEFINITION Covers Envu stewardship at the portfolio level and during the full life cycle of product development and delivery, from R&D to distribution and reverse logistics. It includes responsible innovation of products and focuses on consumer satisfaction and competitive advantage. It also emphasizes responsible product stewardship, including safety, quality and animal welfare measures.</p> <p>IMPACT LEVEL High</p> <p>STRATEGIC PILLARS Business ethics and governance</p>	<p>DEFINITION Covers Envu management approach and measures related to procurement practices, supplier selection criteria, management and performance monitoring, local sourcing strategies, and supplier engagement and partnerships.</p> <p>IMPACT LEVEL High</p> <p>STRATEGIC PILLARS Business ethics and governance</p>	<p>DEFINITION Envu business internal controls, covering business continuity, stakeholder interests, growth, governance and ethical conduct. It considers risk management, ESG/ sustainability integration in decision-making, and linking ESG criteria to incentives at various organizational levels.</p> <p>IMPACT LEVEL Medium</p> <p>STRATEGIC PILLARS Business ethics and governance</p>	<p>DEFINITION Envu compliance with local and global regulations, including “license to operate” processes in all countries. Also includes initiatives to handle grievances, business ethics complaints, unauthorized distribution of Envu products, fines and claims.</p> <p>IMPACT LEVEL High</p> <p>STRATEGIC PILLARS Business ethics and governance</p>
<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>	<p>IMPACT</p>
<p>+ Ensuring responsible stewardship at all product life cycle stages (including safety and quality) minimizes potentially negative social and environmental impacts.</p>	<p>+ Our commitment to a localized and diversified supplier base, especially in emerging markets, fosters sustainable, long-term partnerships.</p>	<p>+ Our track record in product stewardship makes us a strong partner to both upstream and downstream value chain partners and NGOs.</p>	<p>+ Envu has the opportunity to influence future regulations through proactive engagement, such as advocacy/ involvement in the regulatory process.</p>
<p>+ Enhancing the current sustainable innovation practices by embedding a portfolio sustainability assessment principle will provide a 360° view of benefits/risks for each product and help increase positive impact.</p>	<p>+ Envu mandates strict adherence to its Supplier Code of Conduct, which covers various aspects of our supply chain. However, sustainability is not yet a purchasing criteria in our supplier selection.</p>	<p>+ We have the freedom to define our strategy and governance structures, which reduces dependency and reputational risks.</p>	<p>+ Adhering to regulations provides Envu visibility into impacts and supports value chain partnerships and transparency in ESG performance.</p>
<p>+ Embedding circularity principles in research and development enhances environmental sustainability and aligns with circular economy practices.</p>	<p>- Envu, as a relatively small player, faces challenges influencing suppliers’ ESG practices due to limited power.</p>		
<p>+ Adequate product development and storage options are crucial to minimize chemical waste and residue.</p>			
<p>+ Product range optimization (i.e., harmonized packaging) could lead to waste reduction in warehouses and other points in the value chain.</p>			

■ Actual + Positive impact
■ Potential - Negative impact

Stakeholder engagement

As part of this assessment, Envu interviewed 26 key internal stakeholders, including the CEO, to collect their perspective on the ESG topics most important to the business. The assessment engaged a range of internal stakeholders across different functions, including Finance; Innovation and Portfolio Stewardship; Marketing; Procurement and Supply Chain; and People, Change and Communication.

Envu also interviewed 14 representatives from various external stakeholder groups, including customer associations, investors, NGOs, regulatory bodies, suppliers and trade partners. This step informed the assessment with market expectations regarding ESG performance and compliance from a broad set of stakeholders and obtained insights on the key ESG topics and related impacts, risks and opportunities they consider relevant as part of their decision-making and engagement considerations with Envu.

We sought inputs from this large stakeholder base to prioritize the shortlist of 14 material impacts. Over time, we will be expanding our stakeholder engagement approach further to enhance and refine those insights.

INTERNAL STAKEHOLDERS

26 members of the Envu management team, including the CEO, provided their perspective on the ESG topics most important to Envu.

We also spoke to a range of stakeholders across different Envu departments, including:

- Finance
- Innovation and Portfolio Stewardship
- Marketing
- Procurement and Supply Chain
- People, Change and Communication

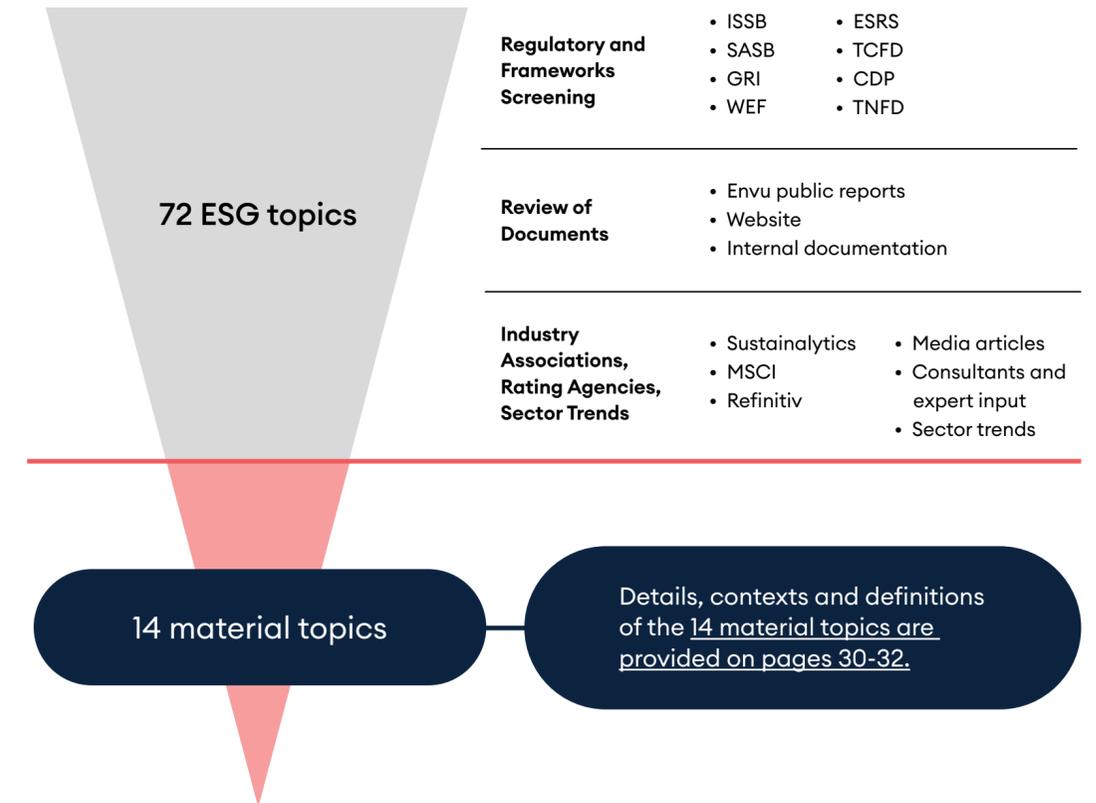
These stakeholders provided **valuable insights regarding Envu impacts as a business as well as how Envu employees, customers and investors** may react to shifting sustainability trends.

EXTERNAL STAKEHOLDERS

As part of this exercise, we engaged with representatives from various stakeholder groups including customer associations, investors, NGOs, regulatory bodies, suppliers and trade partners.

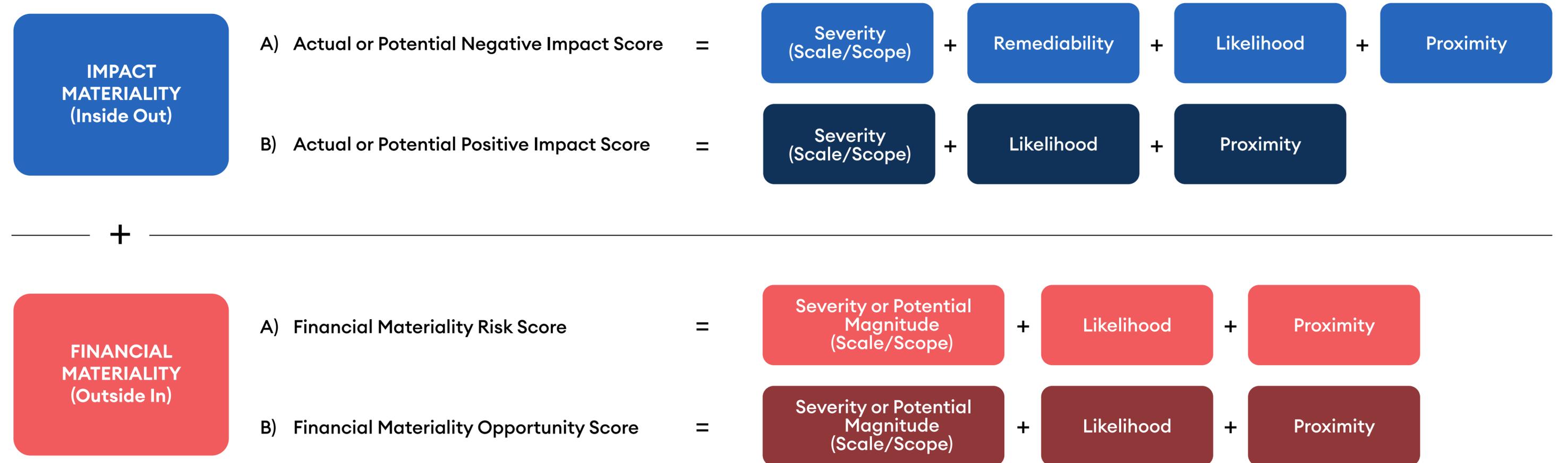
This step allowed us to understand the market expectations for Envu with regard to ESG performance and

compliance from a broad set of stakeholders. This step also allowed us to obtain insights on what key ESG topics and related impacts, risks and opportunities they consider relevant as part of their decision-making and engagement considerations with Envu.



Impacts, risks and opportunities assessment (IROs)

Based on the insights gained through the first three steps of the methodology, the 14 ESG topics were scored based on criteria suggested by ESRS 1 and 2 for impact materiality (inside out) and financial materiality (outside in):



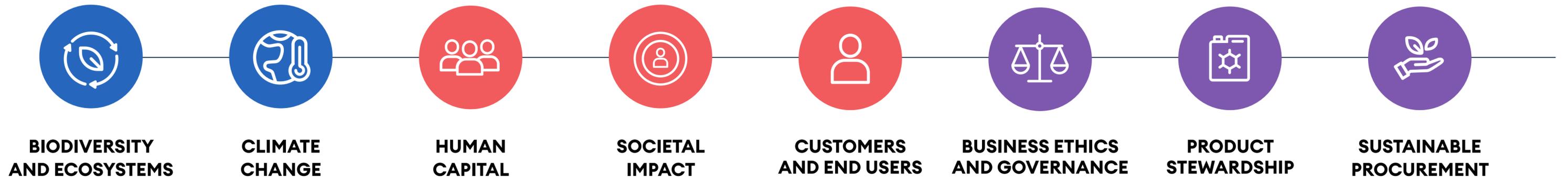
Note: The thresholds for the scoring criteria indicated above were further aligned to the risk thresholds considered by Envu for its overall business risks. I.e., i) "High" impact or financial risk covers all risks classified as "significant," "major" or "severe" as per Envu business risk thresholds; ii) "Medium" risk is similar to "medium" risk threshold by Envu; and iii) "Low" risk covers all risks classified as "moderate" or below as per Envu risk thresholds for overall business risks.

Bridging the double materiality assessment to our ESG strategy creation

Through this double materiality process, Envu was able to identify its top material by topic across financial and impact materiality. These eight material topics represent the primary priorities that Envu aims to address through its five strategic pillars – core components of our overall [ESG strategy framework](#).



Double materiality priorities





Strategic Pillar 1: Nature-positive innovation

HELPING BIODIVERSITY AND THE ECOSYSTEM FLOURISH

The nature of Envu products requires sustainability and biodiversity to be integrated. Across the organization, we employ a diverse range of life science professionals, including forest managers, arborists, rangeland experts, entomologists, turf management professionals and data scientists – all of whom are striving to make our customers’ lives better while improving the natural resources and environments where Envu operates.

KEY CONTRIBUTIONS

- Control invasive species.
- Restore rangelands and native forests.
- Preserve biodiversity and protect the ecosystem.

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
5. Biodiversity and ecosystems	High	High

KPI	2023 Achievement	Envu Midterm Target
# of invasive species on Envu product labels	Controlled 93 invasive species out of the top 1,000 and 17 out of the top 100	Grow number of invasive species controlled by Envu products and expand geographical footprint
# of hectares of restored land	66,000 hectares restored in 2023	160,000 hectares restored in 2026
# of sites assessed for biodiversity	75% of sites worldwide have been assessed	100% of sites assessed by end of 2025

The challenge of invasive species

As the climate warms, the number of species on every continent is expected to rise by 36% by 2050. Invasive plant species are detrimental to native biodiversity and are the root cause of other detrimental impacts, such as destroying infrastructure or increasing the severity of wildfires. Invasive insect species cause crop damage and spread diseases. Individuals and governments around the world spend well above their budgets to control invasive insects, weeds, brush and trees.

Envu proudly contributes to invasive species control by offering highly effective, targeted solutions across the globe to control those species and minimize their impact with various products and solutions in our portfolio.

More than 37,000 established alien species are documented across the globe, and over 3,500 of them have documented impact. Using different scientific data sources like the Global Invasive Species Database,¹ the Global Register of Introduced and Invasive Species,² and key conclusions from the United Nations environment program Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES),³ Envu has compiled a list of invasive species our products help control worldwide in partnership with our customers.

Envu currently has registered uses on 93 invasive species from among the 819 terrestrial species listed in the Global Invasive Species Database,¹ and our products actively contribute to controlling more than 11% of the species in that database.

Among invasive species, not all are equal, and certain ones are causing massive economical and ecosystem impacts. According to the Global Invasive Species Database, Envu products actively contribute to controlling 17% of the top 100 most impactful species.

A closer look at the invasive species we help control

PROFESSIONAL PEST MANAGEMENT

- **Formosan subterranean termite** (*Coptotermes formosanus*)
#28 most invasive species North America

This species of termite colonizes trees and houses and is one of the most destructive species in the U.S., with a cost evaluated at \$1 billion annually.⁴

- **Argentine ant** (*Linepithema humile*)
#48 most invasive species worldwide
- **Big-headed ant** (*Pheidole megacephala*)
#68 most invasive species worldwide
- **Fire ant** (*Solenopsis invicta*)
#86 most invasive species worldwide

These invasive ant species displace native ant species and threaten native arthropods. Big-headed ants damage irrigation systems, telephone cabling and electrical wires.

- **House mouse** (*Mus musculus*)
#58 most invasive species worldwide
- **Black rat** (*Rattus rattus*)
#80 most invasive species worldwide

Rats cause \$327 million in annual economic damage.⁵ Along with mice, they destroy crops and consume and/or contaminate human food supplies. They also host pathogenic diseases.

- **Khapra beetle** (*Trogoderma granarium*)
#95 most invasive species worldwide

This beetle is a stored grain pest that causes food losses of between 5% and 30%.

RANGE & PASTURE

- **Green spurge** (*Euphorbia esula*)

This highly toxic invasive plant has spread to more than 2 million hectares of rangeland in the northern Great Plains, causing economic damages in excess of \$100 million per year.⁶

- **Cogon grass** (*Imperata cylindrica*)
#48 most invasive species North America
- **Cheatgrass** (*Bromus tectorum*)
- **Wiregrass** (*Ventenata dubia*)

Cogon grass, cheatgrass and wiregrass are among the most problematic⁷ invasive plant species in the southeast and southwest U.S., causing threats to local biodiversity and increasing wildfire risk.

- **Maritime pine** (*Pinus pinaster*)
#70 most invasive species worldwide

This pine tree species regenerates profusely after fires, often resulting in overpopulation that suppresses native plants, alters habitats, makes fire control more complicated and changes hydrological properties.

indicates the ranking in Top 100 Invasive Species¹

INDUSTRIAL VEGETATION MANAGEMENT

- **Japanese knotweed** (*Polygonum cuspidatum*)
#37 most invasive species EMEA and North America

Japanese knotweed is very hardy and spreads fast, threatening native vegetation and altering ecosystems. It tolerates a wide range of growing conditions and can penetrate asphalt and concrete, causing safety concerns when it grows close to railways and roadways.

MOSQUITO MANAGEMENT

- **Common malaria mosquito** (*Anopheles quadrimaculatus*)
#5 most invasive species worldwide
- **Asian tiger mosquito** (*Aedes albopictus*)
#4 most invasive species worldwide

These species spread mosquito-borne diseases such as dengue, malaria and Zika virus.

Invasive species cost more than \$423 billion annually.⁸ Envu products actively contribute to controlling **17% of the top 100 most impactful species.**

¹Lowe S., Browne M., Boudjelas S., De Poorter M. (2000, December). 100 of the World's Worst Invasive Alien Species. A selection From the Global Invasive Species Database. Invasive Species Specialist Group.
²Global Register of Introduced and Invasive Species.
³United Nations Environment Programme. (2023, September 4). Invasive Alien Species Report.
⁴Lax, A.R. and Osbrink, W.L.A. (2003) United States Department of Agriculture-Agriculture Research Service Research on Targeted Management of the Formosan Subterranean Termite *Coptotermes formosanus* Shiraki (Isoptera: Rhinotermitidae). PubMed.
⁵Diagne, C., Ballesteros-Mejia, L., Cuthbert, R.N. et al. (2023, March 24). Economic Costs of Invasive Rodents Worldwide: The Tip of the Iceberg. PubMed.
⁶Andersen, M., Adams, H., Hope, B., Powell, M. (2004, September 8). Risk Assessment for Invasive Species. Wiley Online Library.
⁷Estrada, J.A. (2014, October 1). Cogongrass (*Imperata cylindrica*) Invasions in the US: Mechanisms, Impacts, and Threats to Biodiversity. Science Direct.
⁸Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem, (2023, September 4). Media Release: IPBES Invasive Alien Species Assessment.

CASE STUDY | INVASIVE SPECIES CONTROL

St Helen's Island conservation project protects seabirds from common pests

St Helen's is a 26-hectare uninhabited island that forms part of the archipelago of the Isles of Scilly off the coast of Cornwall. The small island is of important environmental significance, providing a vital breeding ground for seabirds including razorbills, guillemots and fulmars and serving as home to a growing number of Manx shearwaters and a small colony of puffins.

But the island's seabird population is under threat as nests, chicks and even adult birds fall prey to a common pest: *Rattus norvegicus*, or the common rat.

Envu is working with the Isles of Scilly Wildlife Trust and the Royal Society for the Protection of Birds (RSPB) to help eradicate the population of rats from St Helen's.

"The ground nesting bird population on St Helen's has experienced a decline in population of almost 20% in the last five years," explains Richard Faulkner, Envu National Account Manager and Technical Manager for UK and Ireland. "The Isles of Scilly Wildlife Trust and RSPB have both said that the removal of rats will help ground nesting bird populations and have called for more action to enhance, preserve and restore habitats."

The project goal is to eradicate the rat population from the island using non-bioaccumulative rodenticides while ensuring no detrimental effect to the environment or non-target species. This will prevent the predation of the eggs and chicks of ground nesting bird populations, helping to restore, enhance and protect the seabirds and their habitat.

The St Helen's conservation project showcases the importance of environmental responsibility.



CASE STUDY | INVASIVE SPECIES CONTROL

Share the Spark initiative

How Envu is partnering to spark wildfire prevention on U.S. rangelands

Wildfires present a threat of terrifying speed and destructive intensity on a vast – and growing – scale. According to the United States Department of Agriculture, in 2021, wildfires consumed 7.13 million acres across the U.S. alone.¹ Such [climate change-fueled wildfires](#) are costing the U.S. economy between \$394 billion and \$893 billion annually, according to recent congressional reports. Several factors contribute to the increasing frequency and size of wildfires today, but one of the most critical to address is the dominance of invasive vegetation species.

Invasive species and wildfires fuel each other in a vicious cycle: Loss of native species due to fire results in the invasive species returning to take their place. These areas of invasive grasses and weeds are known to run rampant across millions of acres and will burn far more easily than native vegetation. Invasive species provide little or no value to foraging wildlife, produce large amounts of dry fuel, and spread across the land.

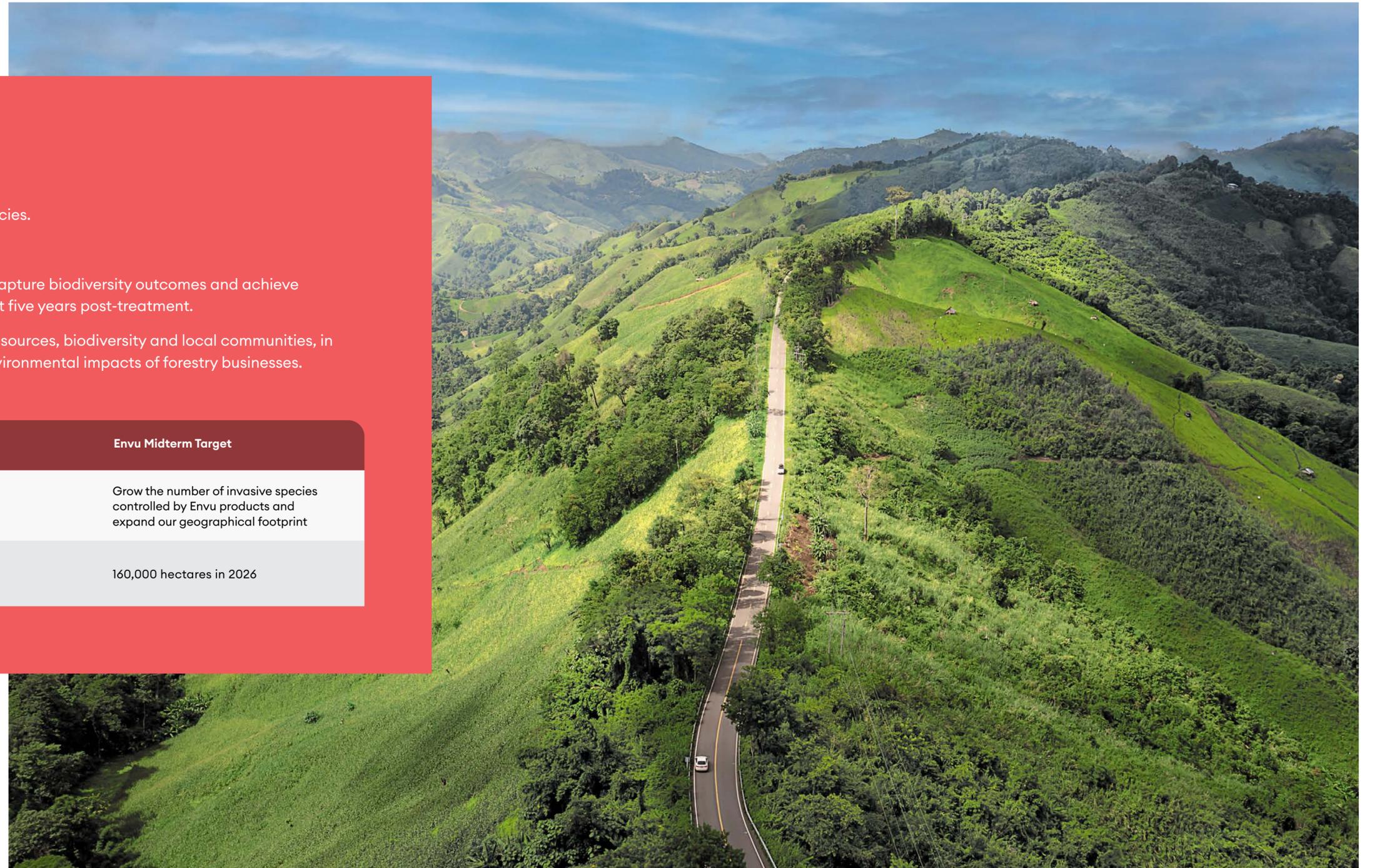
As nature evolves, Envu works to protect the environments we are all a part of. And with educational programs like Share the Spark, we are able to come together as a community and work hard to prevent wildfires. Through this initiative, we invite county weed directors to bring change and help stop the spread of wildfires. And with our Rejuvra® herbicide, we're eliminating invasive species like cheatgrass that are quick to catch fire and make wildfires even more devastating by burning hotter and faster.

¹NOAA National Centers for Environmental Information. (2022, January). Monthly Wildfires Report for Annual 2021.

Key strategies

- Expand the line of offerings that target invasive species.
- Enable the restoration of native biodiversity.
- Monitor restored rangelands and native forests to capture biodiversity outcomes and achieve a 15% improvement in native biodiversity richness at five years post-treatment.
- Develop solutions, including protection of natural resources, biodiversity and local communities, in order to improve plantation yields and lower the environmental impacts of forestry businesses.

KPI	2023 Achievement	Envu Midterm Target
Number of invasive species on Envu product labels	93	Grow the number of invasive species controlled by Envu products and expand our geographical footprint
Restored land (hectares)	66,000 hectares in 2023	160,000 hectares in 2026



CASE STUDY | FOCUS ON LAND RESTORATION

Eliminating invasive grasses to restore native perennials

Cheatgrass is one of the most common annual invasive grasses in the U.S., and its rapid growth in late winter and early spring allows it to steal vital moisture and nutrients from native perennials.

“These are typically semi-arid systems, so this essentially puts the native perennials into a state of permanent drought,” says Harry Quicke, Envu Senior Science Fellow and Stewardship Manager. “With the annual grass invasion, we decrease diversity, degrade wildlife and pollinator habitats, and have lower soil carbon. Because of degraded grazing, we also reduce livestock productivity.”

Once invasive grasses take hold, native perennials are permanently lost. Recent research shows that in the Great Basin alone, 590,000 acres (240,000 hectares) per year are lost to annual grass dominance, so it is important to restore wildlands where we can.

By providing vegetation managers with highly selective preemergence herbicides, like Rejuvra® herbicide, and digital tools, like RangeView™ digital platform, to help them more effectively scout their ranchland, we help them control germinating annual grasses without impacting the native perennial population and allowing perennial native plants to recover and regain lost resources, increasing biodiversity and improving habitats for wildlife and pollinators.

By providing vegetation managers with highly selective preemergence herbicides, like Rejuvra® herbicide, and digital tools, like RangeView™ digital platform, to help them more effectively scout their ranchland, we help them control germinating annual grasses without impacting the native perennial population and allowing perennial native plants to recover and regain lost resources, increasing biodiversity and improving habitats for wildlife and pollinators.



CASE STUDY | FOCUS ON LAND RESTORATION

Restoring endangered biomes to create healthy environments

The tropical Atlantic Forest once blanketed the eastern coast of Brazil, but only 12% of the original forest remains. In 2009, the Atlantic Forest Restoration Pact was formed with the goal of restoring more than 15 million hectares of Atlantic Forest by 2050.

Envu is proud to partner with the Atlantic Forest Restoration Pact and its 350 members and supports its efforts to restore one of the world's most endangered biomes.

Envu Brazil is a committed partner, bringing expertise and product innovation to improve the efficiency of natural forest restoration. In the last two years, we have contributed directly to the restoration of 1,500 hectares.



“Human activities and the introduction of exotic species pose significant challenges to the sustainability of natural areas, compromising biodiversity and ecosystem integrity, as observed in native forests. Sustainable practices and conscientious herbicide use can play a key role in managing and restoring degraded forests, enhancing biodiversity and bolstering the resilience of these environments.”

— **Fabricio Gomes de Oliveira Sebok, Early Development VM (Forestry) / Solution Development Lead VM LATAM**

Site biodiversity assessment

Envu is aware that our operations could present a potential impact on biodiversity and the ecosystem. We positively contribute to the reduction of invasive species, pests and pathogens with our activities. We do not run manufacturing plants or transport infrastructure, but we do operate offices and research and development centers. For those reasons, we have performed a biodiversity assessment on our 21 operation sites across the globe, whether owned or leased. This proactive approach further substantiates our continuous commitment to address any potential negative impacts on the environment, ensuring responsible and sustainable business practices worldwide.

While no International Union for the Conservation of Nature (IUCN) Red List species (or endangered species as defined by U.S. state and federal lists) have been found in any of the sites analyzed, Envu has already taken preventive and protective actions to preserve natural habitats and enable native biodiversity to flourish on our sites.

OUR BIODIVERSITY INITIATIVES AT FOUR UNIQUE SITES

Clayton site

Four species (one bird and three flowering plants) have been recognized as possibly occurring in this area as the habitats for these species are undisturbed pine forests and woods. The potential habitat areas within the Envu property line are not part of daily operation at this facility and have been left unmanaged and undisturbed for the past decades with no foreseeable change in the near future. This measure is proactive in nature since none of the species that may be present have been observed.

Paulinia site

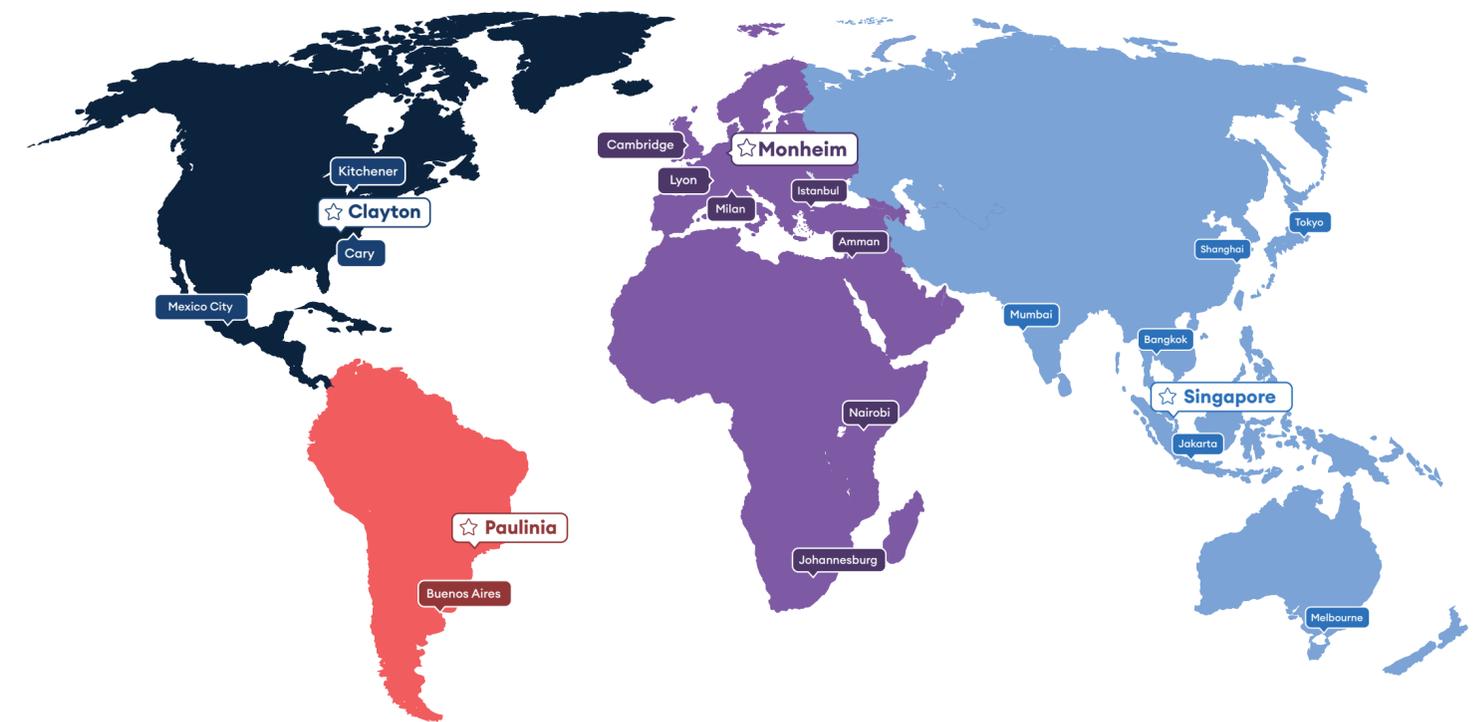
Our Paulinia team conducted a site biodiversity assessment that determined there were no endangered species in the vicinity, but despite this finding, we began expanding our biodiversity protection initiatives beyond our site boundaries to focus on surrounding areas such as the native Paulinia, Brazil, forests, of which we have successfully restored over 4.8 hectares as of 2023. This is just one example of our steadfast commitment to being a global leader in biodiversity conservation and restoration.

Monheim site

The Envu R&D site in Monheim, Germany, is completely surrounded by farmland. And while a recent site biodiversity assessment did not identify any endangered species in the area, we nevertheless implemented a series of sustainability initiatives as part of our commitment to protecting biodiversity. In collaboration with industry partners, we converted unused rental space into biodiverse spots that aim to promote honeybee health.

Cambridge site

While no endangered species were identified by a thorough biodiversity assessment, we are committed to preserving the area's varied natural habitats, including woodlands and lakes.



Key strategies

- Conduct a biodiversity assessment on all sites owned and leased by Envu, especially with regard to endangered species.
- Implement mitigation measures if any endangered species on the IUCN Red List are found and identified near our sites.
- Initiate voluntary efforts to conserve and restore natural habitats where relevant, even if endangered species have not been identified, such as the native forest near our Paulinia, Brazil, site.

KPI	2023 Achievement	Envu Midterm Target
Number of sites assessed for biodiversity	<ul style="list-style-type: none"> • 75% of sites worldwide have been assessed. • Native habitats voluntarily restored at the Paulinia site. 	<ul style="list-style-type: none"> • 100% of sites assessed against the IUCN endangered species list by 2025. • New sites will include a biodiversity assessment as a project requirement.

Strategic Pillar 2: Healthier spaces and people

PROTECTING THE SPACES SOCIETY AND NATURE SHARE

Together, we prevent diseases from spreading, protect infrastructures and food supplies from being wasted, and maintain green spaces in cities.

As a global business, Envu is firmly committed to fostering a healthier, safer environment. Envu acknowledges that its operations can significantly affect the lands they interact with and the communities living within these spaces, and it places immense importance on the societal impact. By conducting business and developing products with an emphasis on societal considerations – such as vector control, which fights against vector-borne diseases like malaria, dengue and Zika – Envu prioritizes the impacts on the communities where it operates.

KEY CONTRIBUTIONS

- Protect vital public infrastructure and food supplies.
- Prevent vector-borne diseases from spreading.
- Maintain green spaces in cities.

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
9. Community and societal impacts	High	High
11. Portfolio stewardship	High	High

KPI	2023 Achievement	Envu Midterm Target (2026)
# of hectares of green space covered	138,000 hectares	143,000 hectares ²
# of tons of grain protected	62 million	75 million
# of pests covered by Envu products	198 different pests	
# of households protected from malaria	4 million	5 million ¹
# of households protected from dengue	3 million	3.3 million
# of km of railways protected by the Smart Weeding System	50,000 km	75,000 km

¹Across the globe, 14 million households were protected from malaria in 2023 (source: WHO 2023). However, malaria control is going through some challenges with emerging resistance of the mosquitoes carrying malaria, leading to technical difficulties in malaria control. Funding from NGOs and programs supporting malaria control are also facing reduction. Preventive methods are gaining momentum in this context. As a leading company in malaria control, Envu keeps investing in innovation despite this temporary market challenge.

²Globally, 1.4 million hectares of golf courses are protected every year to ensure decent playing conditions on those large green spaces. Largely present in North America, we are seeking to expand in and outside this region.



Sustainable innovations that support urban green spaces

Envu solutions currently help foster healthier green spaces in gardens, parks and golf courses all over the globe. There are more than 40,000 golf courses globally with an average of 50 hectares each that contribute to preserving around 2 million hectares of green spaces in and around cities. In the U.S. only, our products are part of 5,000 golf course superintendents' toolbox – about 40% of U.S. golf courses. We are an active member of our industry, working collaboratively with industry associations like Golf Course Superintendents Association of America (GCSAA) to support sustainable golf. Hand in hand with our customers, we drive innovation to help advance our industry forward.

At Envu, we seek to advance our industry and find innovations that support our customers in significant ways. When it comes to green spaces, we currently have more than 40 projects in the pipeline at different stages of maturity, and a large portion of them are sustainable solutions originating in nature. We are actively researching biostimulant and biopesticide solutions, both from natural origins.

Increasing environmental and social awareness leads us to focus on complementing our current portfolio with new options that drive results while lowering our environmental footprint. Because we believe that agronomy is the core of designing green and healthy spaces in and around cities, we are exploring integrated pest management and broad disease control as well as water management optimization.

Green spaces present several benefits, including reducing heat wave impacts in cities as well as being positive contributors to mental health. Maintaining green spaces in and around cities is core to our turf and ornamentals activities. We have solutions customers need to keep their turf healthy all year long.

With industry-leading expertise, we can help diagnose, treat and care for every aspect of a customer's turf – above ground and below it. We are present in 30% of golf courses across the globe and protect over 130,000 hectares of green spaces across the globe.

Key strategies

- Develop innovative solutions to drive healthy green spaces in cities.
- Grow our biorational platform to propose solutions to our customers across the globe.



Protecting health and preventing the spread of disease

Envu continues to invest in innovative solutions, ongoing research, training and education to help protect public health and prevent the spread of diseases in order to foster healthier environments where people live, work and play. We develop innovative solutions and provide technical support to the pest management professionals who share our purpose of protecting people from pest-related threats in residential, business and public settings.

Rodents, flying insects, cockroaches and mosquitoes impact living conditions and often carry and spread diseases. Envu is proud to contribute to controlling 93 of the top 100 invasive species worldwide. Our Professional Pest Management and Mosquito Management product ranges are critical contributors to tackling worldwide challenges, like reducing the loss of stored grain to rodents and battling the pests that spread vector-borne diseases.

This mission is especially important today as we witness a convergence of vector-borne diseases and the emergence of new pests, like the tiger mosquito in Africa. Malaria, dengue, leishmaniasis and Chagas disease are just a sample of the vector-borne diseases that affect more than half of the world's population. Our global footprint and focus on environmental science allow us to be specialized experts in pest control.



As part of our ESG commitment, **we aim to create healthier environments for the communities we serve.** We aim at preventing the spread of disease, protecting essential infrastructure, safeguarding our food supply and maintaining healthy green spaces.

¹World Health Organization, Vector-Borne Diseases
 National Library of Medicine, Rodent-Related Zoonotic Pathogens at the Human-Animal-Environment Interface in Qatar: A Systematic Review and Meta-Analysis

CASE STUDY | FOCUS ON VECTOR-BORNE DISEASE CONTROL

Researching dengue epidemiology in Malaysia

Envu established a Malaysian consortium of public and private sectors to study the effectiveness of integrated vector management programs, including one with K-Othrine® PolyZone® insecticide for targeted residual spray.

Envu initiated the comprehensive study, which covered 23% of the population of Kuala Lumpur in Malaysia and spanned five years (2019-2023). Researchers concluded that a well-conducted integrated management program significantly reduces dengue cases.



“It is thrilling to bring together innovation, teamwork and scientific analysis to achieve exciting advancements in the fight against vector-borne diseases such as dengue. We are very proud of the Malaysian study and look forward to more efforts like this.”

— **Frederic Schmitt, Senior Global Project Lead**

CASE STUDY | FOCUS ON VECTOR-BORNE DISEASE CONTROL

Envu partners with United to Beat Malaria and MENTOR to protect conflict-affected Nigerians from malaria

Envu teamed up with United to Beat Malaria and the MENTOR Initiative to launch indoor residual spraying (IRS) campaigns in camps for internally displaced persons (IDPs) and host communities across the Borno State of Nigeria before the onset of the peak malaria season.

Envu donated a dual-action IRS spray, Fludora® Fusion – a groundbreaking insecticide product that kills mosquitoes (including pyrethroid-resistant species) on contact and protects homes from malaria for up to a

year. The 2021 and 2022 IRS campaigns safely protected more than 145,000 homes with 869,767 occupants. MENTOR conducted an epidemiological study to assess the impact of the IRS campaigns and concluded that 2021 malaria rates dropped by more than 57% in the Monguno district during peak malaria months compared to the previous year – showing the campaigns’ significant impact in reducing morbidity and helping Envu and its partners take a step toward their collective goal of protecting more than 1 million Nigerians from malaria in 2021-2023.

Envu and its partners take a step toward their collective goal of protecting more than **1 million Nigerians from malaria in 2021-2023.**

Key strategies

- Develop low-impact insecticide solutions to protect households from malaria and dengue.
- Deploy pest management solutions across the globe to prevent the spread of vector-borne diseases and lessen negative impacts such as infrastructure damage, food waste and unhealthy living conditions.
- Support customers in the proper and safe use of Envu products by performing on-site training and webinars across the geographies where we operate.
- Offer all Envu employees one day per year to serve a societal cause connected to Envu ESG commitments.



CASE STUDY | PROTECT VITAL INFRASTRUCTURES AND FOOD SUPPLIES

Smart Weeding System helps vegetation managers target invasive species in Europe

Traveling by train is one of the most environmentally friendly forms of transportation. To ensure a safe journey, we help vegetation managers to keep rails free of weeds by providing reliable service and solutions based on 30 years of expertise in the railway business. With our Smart Weeding System (SWS) in Europe, we leverage advanced artificial intelligence to identify and target invasive plant species. Its algorithm ensures the herbicide is applied only where weeds are detected, enabling our customers to reach new levels of efficiency and sustainability while reducing herbicide usage by up to 70%.

In 2023, **50,000 km** of railways were protected with the sustainable innovation of the SWS technology.

In the United Kingdom, trains have been in operation since 2022 and treated in excess of 32,000 km of our customers' infrastructure. In 2023, 50,000 km of railways were protected with the sustainable innovation of the SWS technology. Our dedicated teams are proud to help control and eliminate unwanted vegetation to better protect people, infrastructure and natural resources. Through transparent and effective vegetation management, we help to provide sustainable railway operations and safe environments to drive people and businesses forward.



CASE STUDY | PROTECT VITAL INFRASTRUCTURES AND FOOD SUPPLIES

R&D leadership insights: effective strategies for stored grain pest control

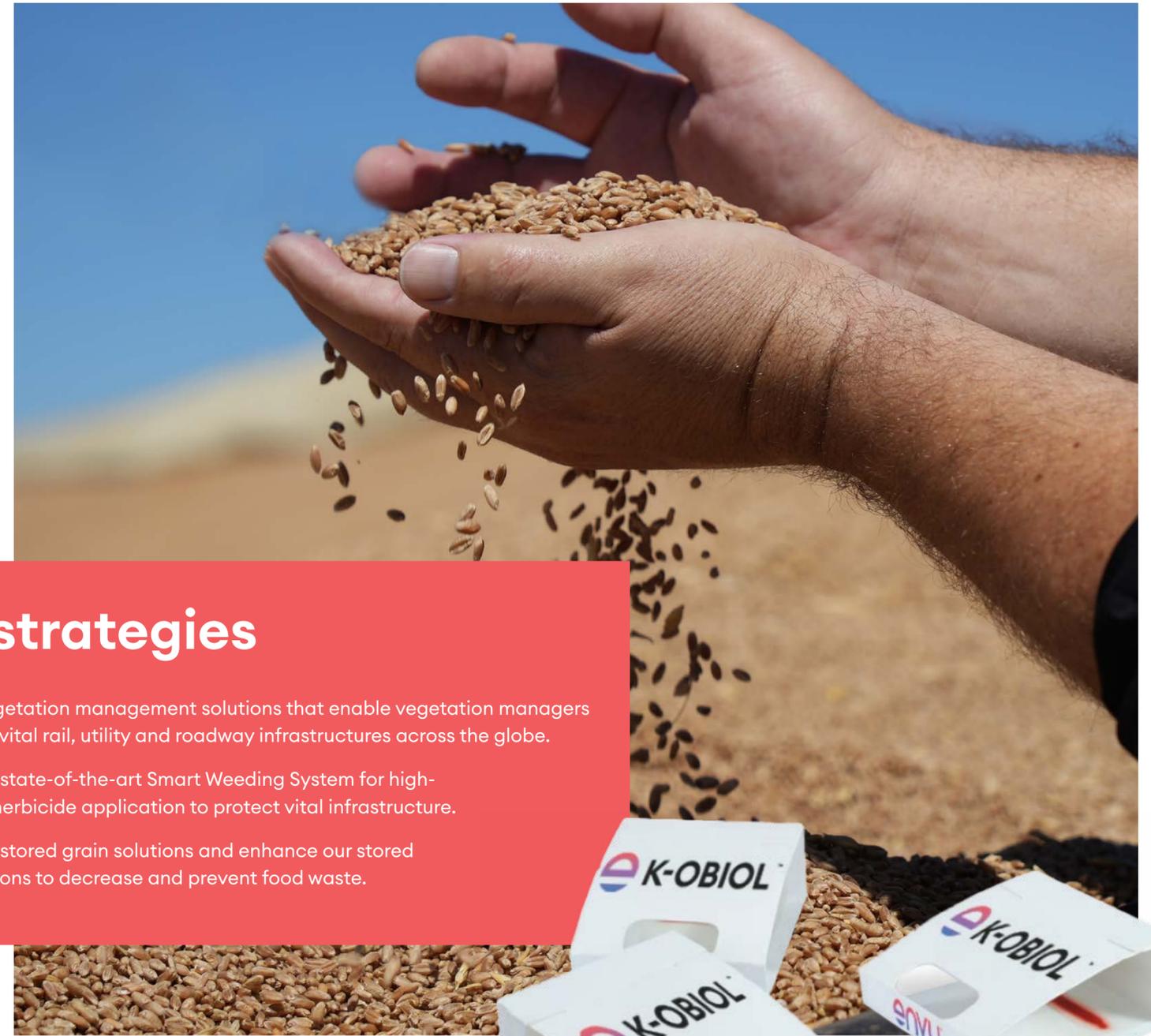
Ensuring food security for an increasing population remains a major global concern. Unfortunately, more than one-third of food is lost or wasted in post-harvest operations. Reducing these losses could be a sustainable way to increase food availability, reduce pressure on natural resources, decrease hunger and improve farmers' livelihoods.

For cereal grains, as much as **50%** can be lost during post-harvest storage, and insect damage with associated side effects, like pathogenic fungus development, is one of the top causes of loss.

Dr. Stefan Endepols is an Envu biologist whose research has centered on developing solutions to control stored grain pests. He states that the battle against these pests begins with preparing the grain stores. "I cannot overemphasize the importance of keeping grain stores clean and in good repair," he says.

Proper pest pressure monitoring and stewardship practices are additional keys to success. Envu is proud to increase industry know-how by partnering with our customers through initiatives and resources like our Grain Protectant Guidebook, which gives farmers and pest control operatives (PCOs) in the UK all the information they need to protect stored harvests.

While K-Obiol® insecticide is the product of choice for stored grain protection, Dr. Endepols emphasizes that his team is always looking for ways to improve solutions. "We continuously observe our recipes and constantly work to improve them," he says. "We are prepared to adapt products to changing needs, and we continually run tests and make alterations where needed."



Key strategies

- Deploy vegetation management solutions that enable vegetation managers to protect vital rail, utility and roadway infrastructures across the globe.
- Develop a state-of-the-art Smart Weeding System for high-precision herbicide application to protect vital infrastructure.
- Formulate stored grain solutions and enhance our stored food solutions to decrease and prevent food waste.

How our approach to portfolio stewardship supports our mission

Our products provide societal benefits that contribute to healthier spaces and people and native species restoration. These products are used by professionals and require know-how, knowledge and the right equipment to be applied safely to maximize efficacy while preserving human and environmental safety. Though we are leaders in our category, we exemplify portfolio stewardship throughout a life cycle approach that addresses all major aspects of responsible product management.

Our product stewardship activities include: investing in safety and quality testing of products and services; understanding and maintaining compliance with

regulatory requirements as well as with international trade law and regulations; facilitating trade and commodity marketing; continually improving development, manufacturing, distribution and production techniques; promoting responsible product use; and implementing initiatives against production, import, trade, and use of counterfeit and illegal products and services.

CUSTOMER HEALTH AND SAFETY

As we grow in 2024, we are starting a portfolio sustainability assessment, leveraging the guidelines for the chemical industry established by the World Business Council for Sustainable Development. This will help us enhance the processes we have in place and determine if some of our product categories require improvement in the area of health and safety impact.

We currently monitor customer health and safety incidents with a central tool and process that ensure integrated reporting and root-cause analysis. During 2023, no noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services were reported.

LABELING

Envu ensures that products and services are tested according to applicable regulations and pass robust and comprehensive risk assessments in accordance with our policy on product safety and applicable regulatory requirements. We ensure product authorizations in the country where the product is to be sold or used by complying with regulatory systems and following accepted industry standards. Additionally, to uphold our high product stewardship standards, we conduct human and environmental risk assessments for the product when used according to the label’s recommendations, even if it is not required by the authorities. In doing so, we stay true to our thought leadership commitments and ensure high standards of customer health and safety even in the territories with more lax regulations.

In territories of operation, our product labels are validated by our regulatory managers before being sold. Our team of experts checks that labels are in conformity with registered uses and that necessary or voluntary items for portfolio stewardship are present (e.g., personal protection equipment, storage and handling, and proper waste disposal). In many geographies, labels are also validated by authorities prior to market access.

Key strategies

- Conduct 100% of product registrations in strict adherence with local regulatory standards – and where needed – even beyond local requirements, including human and environmental risk assessments.
- Evaluate and address the potential health and environmental risks associated with Envu products throughout their entire life cycles – from research and development to production, marketing, use and disposal. Openly communicate safe and proper product usage guidelines including instructions and warnings to mitigate the risks associated with their use.
- Evaluate the sustainability of the portfolio, leveraging the Portfolio Sustainability Assessment method from the World Business Council for Sustainable Development as a compass.



“The Envu Commercial Operations team takes our mission of creating healthier environments for everyone everywhere very seriously. This mission, combined with our passion for our customers, helps us deliver best-in-class solutions to nuisance pest problems that also care for the environment. In pursuit of this goal, nothing is more important than to ensure the proper use and stewardship of our solutions. This delivers the very best results every time while giving the highest level of safety for applicators, society and our environment.



This is why we have a 100% dedicated technical service team focused on proper usage and training to create a healthier, pest-free world with minimal environmental impact.”



— Mark Schneid, Eric Ruggirello and Nadim Mohr, Heads of Operations

CASE STUDY | PORTFOLIO STEWARDSHIP

Racumin® Stewardship Manual in APAC

We believe a well-implemented stewardship program is crucial for breakthrough products like Racumin® rodenticide. When used properly, Racumin rodenticide helps our customers address food loss and disease issues that are common when rodents are present.

The Racumin Stewardship Manual delivers the knowledge and skills needed to prepare and apply Racumin rodenticide safely and effectively. The information contained in this manual also prevents adverse incidents that could potentially result from the misuse of the product due to lack of knowledge of how to use it responsibly. In addition, the Racumin Stewardship Manual is raising awareness of integrated pest management and highlighting the value of stewardship programs for the proper use of chemical products.

Through this initiative, we demonstrate our commitment to not only producing highly effective solutions but also to supporting safe and proper product usage through a strong stewardship program.



Strategic Pillar 3: 🔗 Decarbonizing the value chain

Leading our business as a climate-responsible company, Envu recognizes that addressing climate change is not just an environmental responsibility but also a business imperative influencing the long-term value and success of its operations. We believe that while propelling our business forward, we must also consider how climate change could impact long-term stability and overall global well-being. We believe it is critical to incorporate climate change considerations into our business efforts

to effectively manage risks and demonstrate value to our customers and investors. This commitment sets us apart from our competitors.

KEY CONTRIBUTIONS

- Decarbonize operations and the value chain to advance toward net-zero emissions.
- Offer products with a lower carbon footprint.
- Respond to customer needs in a changing climate.

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
1. Climate change impacts: own operations	Low	Low
2. Climate change impacts: value chain	High	High



Our Scope 1, 2 and 3 GHG emissions at a glance

GHG Scope	tCO2e Emissions	Year
Scope 1	1,471.12	2023
Scope 2	Location-Based 824.09 Market-Based 1,204.45	2023
Scope 3	237,767.8	2023
Total Company Footprint	Location-Based: 240,063 Market-Based: 240,443	

GHG Scope 3 Category	tCO2e Emissions
Category 1: Purchased goods and services	226,875.61
Category 2: Capital goods	1,450.12
Category 3: Fuel- and energy-related activities	616.71
Category 4: Upstream transportation and distribution	6,036.52
Category 6: Business travel	2,788.84

SCOPE 1: 2023

Gross Scope 1 GHG emissions in (MTCO2e)
1,471.12

Gasses included in the calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all
All

Biogenic CO2 emissions in (MTCO2e)
N/A

Consolidation approach
Operational Control

Source of the emission factors and GWP rates

- GWP - IPCC Fifth Assessment Report (AR5)
- Emission Factor Set Name
- Exiobase - Monetary 3.8.2
- UK DEFRA - Conversion Factors 2023
- U.S. EPA - Emission Factor Hub 2023
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2023
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2023)

Standards, methodologies, assumptions and calculation tools

The GHG Protocol is our overarching framework for Scope 1, 2 and 3 data. As Envu does not own any production sites, we do not have substantial stationary combustion and currently have only two sites in the USA reporting fuel data for stationary combustion. For mobile combustion, fleet fuel usage data from the USA, Canada, France and Germany is included in calculations.

SCOPE 2: 2023

Gross Scope 2 GHG emissions in (MTCO2e)
824.09

Gasses included in the calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all
All

Consolidation approach
Operational Control

Source of the emission factors and GWP rates

- GWP - IPCC Fifth Assessment Report (AR5)
- Emission Factor Set Name
- Exiobase - Monetary 3.8.2
- UK DEFRA - Conversion Factors 2023
- U.S. EPA - Emission Factor Hub 2023
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2023
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2023)

Standards, methodologies, assumptions and calculation tools

Envu adopts a shared working space approach for most of its offices to conserve energy and reduce its carbon footprint. Emissions from using co-working spaces are accounted for in Scope 3, category 1. In Scope 2 calculations, purchased energy data from seven sites – USA (3), Brazil (2), France and Germany – has been reported. For Scope 2 emissions, we have used a location-based approach.

SCOPE 3: 2023

Gross Scope 3 GHG emissions in (MTCO2e)
237,767.8

Gasses included in the calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or all
All

Biogenic CO2 emissions in (MTCO2e)
N/A

Other indirect (Scope 3) GHG emissions categories and activities included in the calculation

Scope 3 categories included in calculations:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities
- Category 4: Upstream transportation and distribution
- Category 6: Business travel

Source of the emission factors and GWP rates

- GWP - IPCC Fifth Assessment Report (AR5)
- Emission Factor Set Name
- Exiobase - Monetary 3.8.2
- UK DEFRA - Conversion Factors 2023
- U.S. EPA - Emission Factor Hub 2023
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2023
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2023)

Standards, methodologies, assumptions and calculation tools

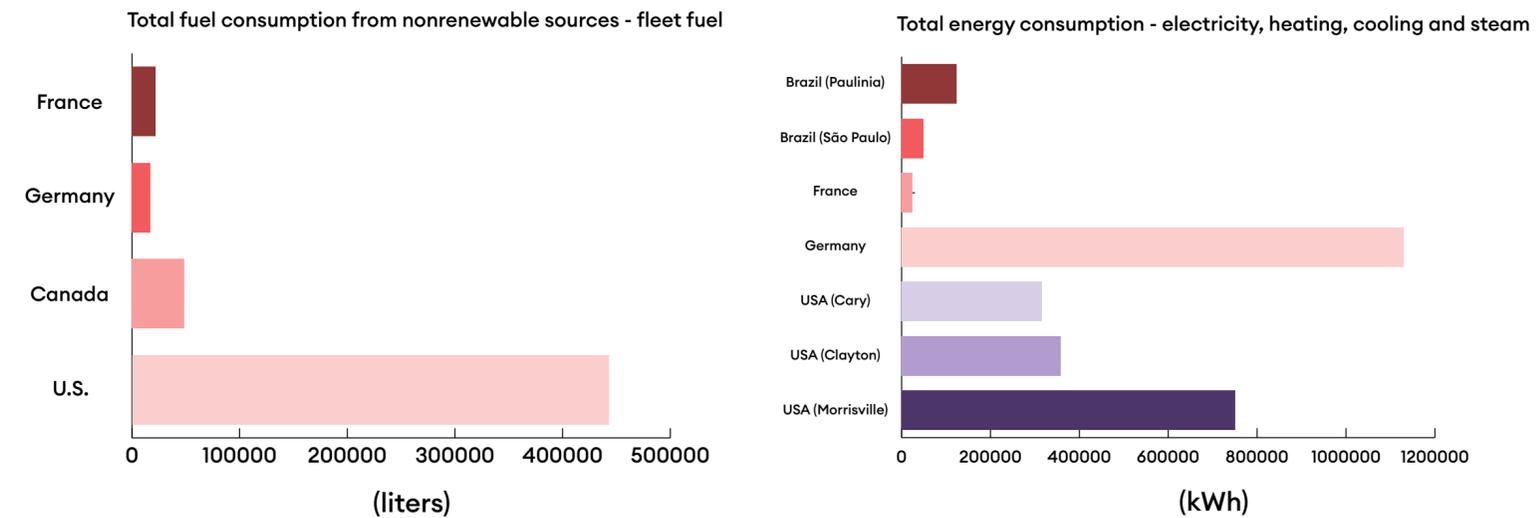
For all categories included in the Scope 3 calculations, we have done a spend-based calculation by multiplying appropriate emission factors with relevant categories of spend, except for category 3 for which site energy consumption data is used.

CASE STUDY | CONTROLLING GHG EMISSIONS SCOPE 1 AND 2

Reducing our GHG footprint by going electric

Over the course of 2023, we have transitioned 11 vehicles from fossil fuel to electric, representing 48% of our total fleet in Europe. This has contributed to the reduction of our GHG footprint and was a bold company decision in our first year. We are proud to have achieved this transition and are assessing additional opportunities for potential to transition to a greener energy source.

Energy consumption within Envu



“Information technology plays a crucial role in GHG footprint reduction. Reshaping our data storage infrastructure enabled us to reduce the associated GHG footprint by 25% between 2022 and 2023. We also enabled a fully hybrid environment, giving employees the option to work from home on a regular basis. This reduced the GHG impact of commuting and helped build a more inclusive workplace. Moving along our journey, the information technology team is looking forward to partnering with our ESG team to create a data-driven strategy.”

— Dell Joshi, Chief Information Officer

Key strategies

- Disclose CO2 emissions Scope 1, 2 and 3 annually.
- Conduct climate change training for all employees in 2024.
- Planning to conduct a climate-related risk and opportunity assessment aligned to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations by the end of 2025.
- Planning to conduct a life cycle assessment (LCA) on selected solutions.
- Researching the climate impacts of our native rangeland restoration solutions (carbon rancher) and pursuing a product solution to develop verified carbon removal and avoidance outcomes for landowners and managers.
- Align CO2 emissions disclosures to CDP standard as of the 2025 report.
- We are committed to a near-term net-zero target aligned to the Science Based Targets initiative (SBTi) (Business Ambition for 1.5°C campaign member).

Strategic Pillar 4: Safe and inclusive workplace

DEVELOPING TALENTS AND CREATING VALUE

Envu is a company where the workforce can make a positive impact on the world through their work. Envu upholds the principle of doing what is right for all. The core of our Envu culture is rooted in inclusion and diversity, guiding its thought processes, actions and self-definition.

The [Compliance Management Policy](#) serves as the foundation for human capital efforts and guides the ESG program to focus on three key elements: fair treatment, respectful relations, and free and open sharing of concerns. These are reflected in our [Fairness and Respect at Work Policy](#).

Envu currently has four core companywide policy documents that guide our safe and inclusive workplace efforts throughout the organization:

- Human rights.
- Fairness and respect at work.
- Talent attraction.
- Total rewards.

KEY CONTRIBUTIONS

- Be a preferred employer and attract the best talent.
- Diverse and inclusive place to work.
- Employee safety and well-being.

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
6. Human capital development	High	High
8. Human rights and labor management	Low	Low

KPI	2023 Achievement	Target
% of women in managerial positions¹	32.9%	40% by 2025
Inclusion score	90%	90% by end of 2024
# of D.R.I.V.E. groups having developed an impact roadmap	Launch of five Employee Resource Groups, Envu D.R.I.V.E., with different focus areas: Female Leadership, Ethnicities, LGBTQIA+, Young Talents, and Working Parents and Families	100% of groups having developed an action roadmap by the end of 2024

¹(VS 1.3 and above).



Diversity, inclusion and equity (DI&E)

The Envu global workforce shares a desire to make a positive impact on the world and a commitment to the principle of doing what is “right” for all. In alignment with this commitment, our culture is rooted in inclusion and diversity, which guide our thought processes, actions and self-definition at all levels. To support this, we aim to promote good health at work and cultivate a culture of inclusion and belonging for all our employees around the world.

Our approach to diversity, inclusion and equity (DI&E) is driven by our vision of fostering “healthy environments for everyone everywhere” and is reflected in our cultural trait of “one team, one dream.” We embrace diversity and perceive ourselves as a united team working together, each bringing unique perspectives and experiences and all striving toward a common objective.

We are dedicated to fostering an environment where every individual feels valued and respected. Inclusion and diversity form the heart of our organizational

ethos, shaping our thoughts, actions and identity. In our ongoing commitment to advancing DI&E, we meticulously review our strategy every year to bolster our efforts in cultivating inclusive workplaces and nurturing the diverse tapestry within our organization.

OUR COMMITMENT TO DI&E IS UNDERPINNED BY THREE KEY PILLARS:

- **Increasing workforce diversity:** We established specific and measurable goals for enhancing diversity across various dimensions within our workforce.
- **Promoting DI&E awareness:** We recognize the importance of raising awareness and understanding of DI&E at every level of our organization. Through our Employee Resource Groups (ERGs), known as Envu D.R.I.V.E. groups, we strive to foster a culture where everyone values and champions diversity.

- **Cultivating a culture of inclusion and belonging:** We are dedicated to creating an environment where every individual feels a sense of belonging and inclusion. By nurturing a culture of respect, empathy and collaboration, we aim to empower our employees to thrive and contribute their best work.

We firmly believe that embracing DI&E not only enriches the lives of our employees but also strengthens the performance of our company. Having an enriched and diverse workforce allows us to be more attentive of our surroundings and make a meaningful and positive impact on society at large.

The Compliance Management Policy serves as the foundation for our human capital efforts and guides our ESG program with a focus on three key elements: fair treatment, respectful relations, and the free and open sharing of concerns. Furthermore, our programs such as Envu MentorMe Program, BetterUp Coaching and EAP are some of the many initiatives that are implemented to support and enhance DI&E at our workplace.



“I strongly believe that our people are the foundation of our business success, making our commitment to ESG principles indispensable. By fostering a workplace rooted in fairness, inclusivity and support, we empower and inspire our employees to fully embody our purpose. Initiatives like our Envu MentorMe Program, the creation of diversity-focused ERG groups (Envu D.R.I.V.E.), and our investment in an employee assistance program are pivotal. They not only champion our employees’ growth, ‘Envusiasms’ and well-being but they also enable them to more effectively live out our purpose by advancing healthy environments for everyone everywhere to make a meaningful impact on society. This is how we bring our core belief to life: by treating our people fairly and creating a diverse workplace, which empowers them to advance our mission and positively influence the world.”

— Laura Jacob, Head of People, Culture and Communication



Enhancing DI&E with our D.R.I.V.E. groups

D.R.I.V.E. (Diversity, Respect, Inclusion, Voice and Equity) groups at Envu are dynamic Employee Resource Groups (ERGs) dedicated to fostering a diverse, equitable and inclusive workplace culture. These groups connect colleagues across borders and functions, providing a platform to make a tangible difference in shaping the workplace. They celebrate and embrace diversity, promote mutual respect, ensure inclusion for all, amplify voices, and advocate for equity in all aspects of the workplace. For now, the D.R.I.V.E. groups consist of the Female Leadership, Ethnicities, LGBTQIA+, Young Talents, and Working Parents and Families, and we expect to have new groups on Disability and Neurodiversity in 2024. Through their initiatives and collective action, the D.R.I.V.E. groups contribute to creating a safe space where employees feel valued, respected and empowered to thrive.

Over the course of 2024, each group will develop a roadmap to promote an inclusive and supportive environment overall. Speaking up; sharing experiences; upskilling; and utilizing internal programs like Envu MentorMe Program, Buddy Program, BetterUp Coaching and Employee Assistance Program are some of the exciting steps ahead to enhance inclusion at Envu further.



CASE STUDY | EMPOWERING WOMEN AT ENVU

Women leaders make an impact throughout Envu and around the world

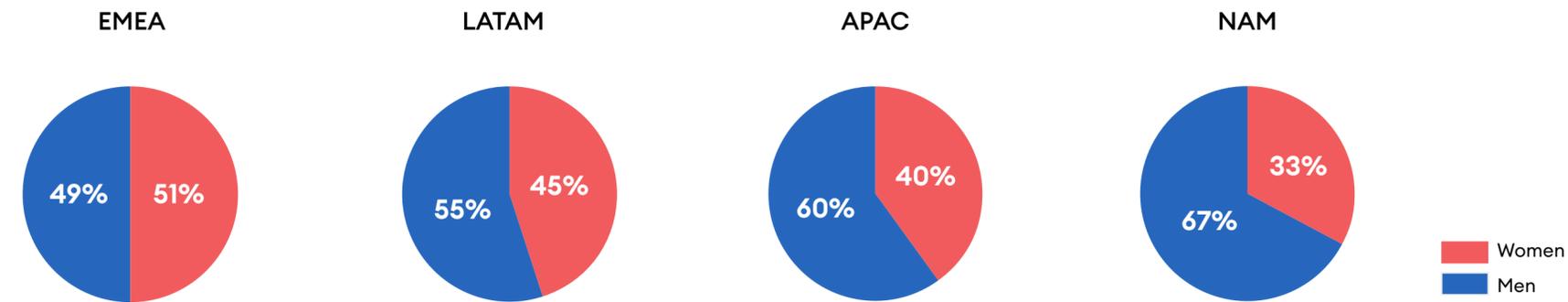
Throughout our eight unique business segments and around the world, women play a key role in elevating our organization and supporting our customers to create healthier environments for everyone everywhere.

Last year, three female Area Sales Managers from our U.S. Professional Pest Management business were recognized by the National Pest Management Association's Impact Awards for Women in Pest Management. Each woman was selected for making incredible and lasting impacts on their customers, communities and the entire industry and was honored at the 2023 Women's Forum.

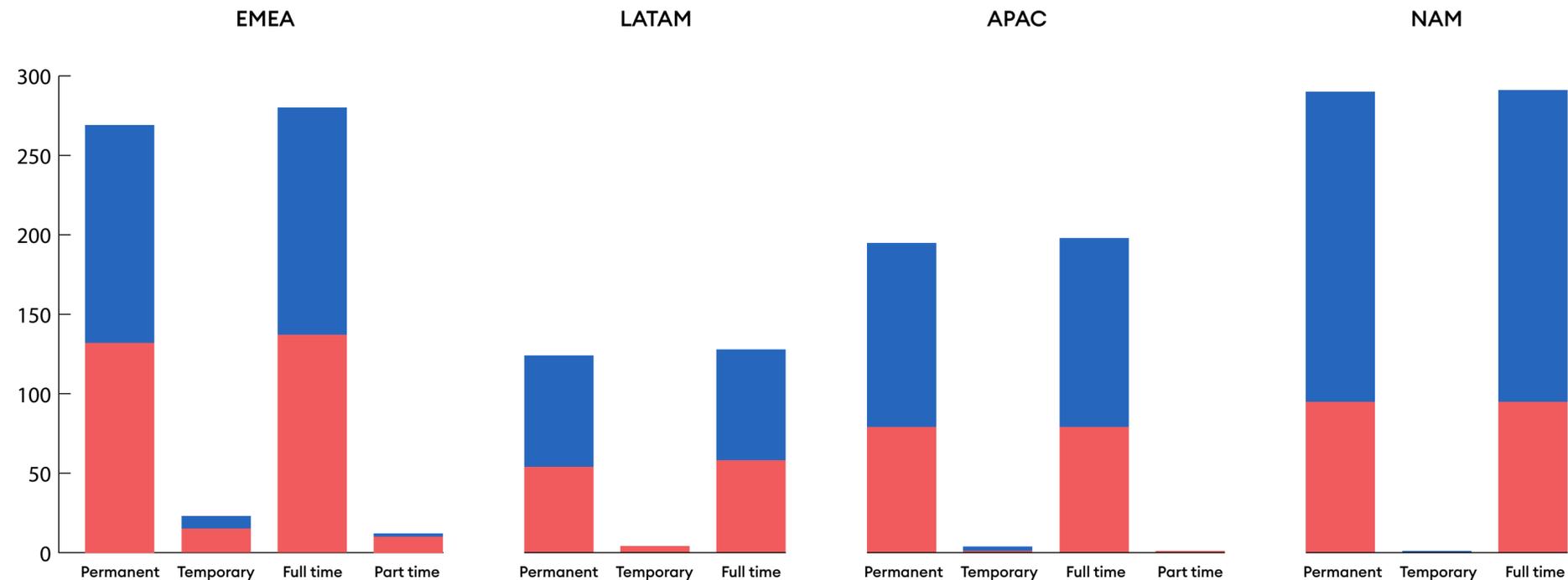
Our female team members not only support their customers and the industry but they also mentor the next generation of women scientists, encouraging them to take science, technology, engineering and mathematics (STEM) classes that may spark a lifelong interest in science.

Our workforce profile

Total workforce profile by gender and region



Total workforce profile by gender, region and type of employment



910
EMPLOYEES WORLDWIDE

58%:42%
530:380 – MEN VS. WOMEN

42%
SHARE OF WOMEN IN
TOTAL WORKFORCE

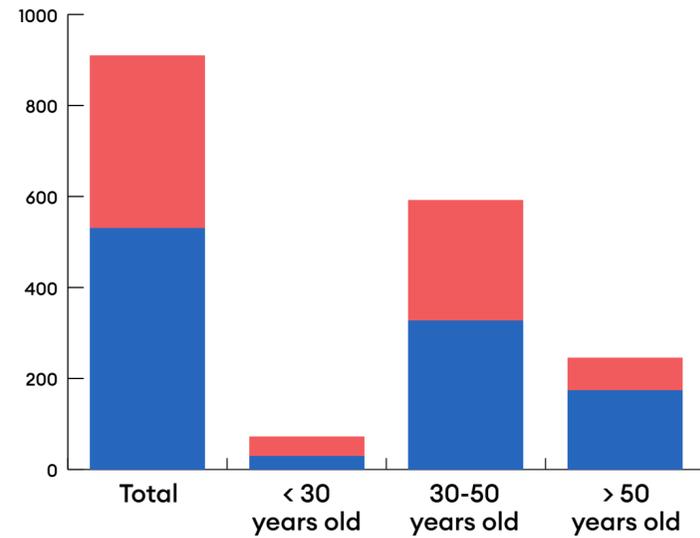
33%
SHARE OF WOMEN IN
MANAGERIAL POSITIONS¹

18%
SHARE OF WOMEN ON THE
LEADERSHIP TEAM

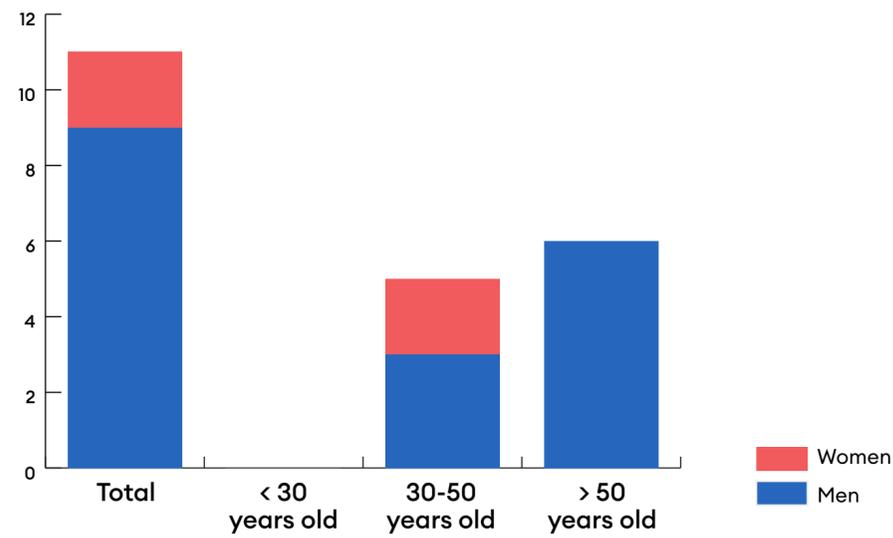
¹(VS 1.3 and above).

Envu workforce profile

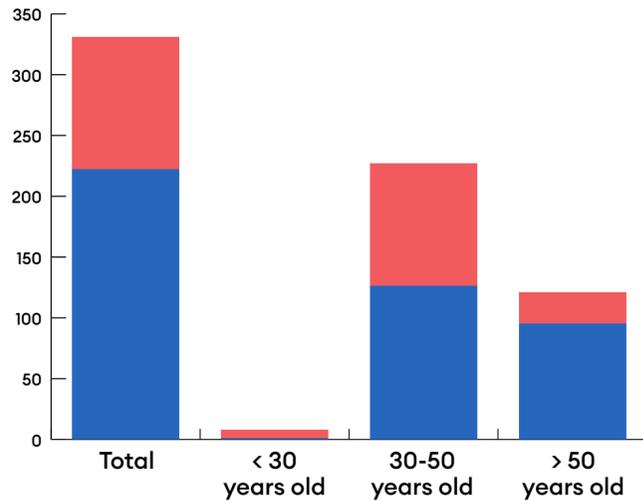
Number of employees in total workforce



Number of employees on the Leadership Team



Number of employees in managerial positions¹



¹(VS 1.3 and above).

Methodology

Our global workforce is tracked using headcount as the primary metric. Employee data is maintained in a central system, with individual records containing detailed information such as:

- Gender.
- Employment status (permanent, temporary, contract, etc.).
- Full-time/part-time status determined using a full-time equivalent (FTE) calculation based on scheduled work hours.
- Other relevant demographic information (e.g., tenure, department).

This approach allows us to efficiently monitor overall staffing levels and workforce composition. The FTE calculation ensures consistent measurement of employee headcount across various employment arrangements.

In addition to the total Envu employees, 118 contractors worked for Envu as of the end of December 2023. The majority of these workers support some of our transformational projects (IT, supply, finance, marketing, HR) and organization stabilization activities, enabling our future growth.

Key strategies

- Increase the diversity of the Envu workforce with specific goals.
- Promote DI&E awareness throughout the organization in partnership with Employee Resource Groups, Envu D.R.I.V.E.
- Upskill essential leadership skills through BetterUp Coaching, Envu MentorMe Program, LinkedIn Learning and mandatory DI&E training.
- Utilize Quarterly Employee Pulse Survey and Great Place To Work® certification to obtain feedback and improvement ideas to sustain inclusion.
- Integrate Talent Management and DI&E initiatives (employer branding, hiring, onboarding, development, promotion) to foster inclusion through a sustainable and diverse leadership pipeline.
- Two sessions of talent reviews for each function per year with CEO participation, ensuring the right attention to career development from the top and diverse succession planning.

KPI	2023 Achievement	Target
% of women in managerial positions¹	32.9%	40% by 2025
Inclusion score	90%	90% by end of 2024
# of D.R.I.V.E. groups having developed an impact roadmap	Launch of five Employee Resource Groups, Envu D.R.I.V.E., with different focus areas: Female Leadership, Ethnicities, LGBTQIA+, Young Talents, and Working Parents and Families	100% of groups having developed an action roadmap by the end of 2024



¹(VS 1.3 and above).

Employee training and development

In 2023, we provided 6,048 hours of training with an average of 6.7 hours of training per employee (both permanent and temporary).

These training programs were delivered via our internal training platform with combined virtual and live training setups. Given the integrated nature of our learning program, we did not track training by gender or region in 2023.

Our programs are designed to address a comprehensive range of employee skill development needs and provide opportunities for employees to:

- Gain job-specific technical skills through functional training and certifications.
- Develop the leadership and soft skills necessary for career advancement.
- Participate in experiential learning opportunities through mentoring, coaching, assignments, job shadowing and volunteering.
- Access a wide range of learning materials through online and virtual platforms.

VALUING AND EMPOWERING OUR PEOPLE

Envu offers a variety of programs and assistance to help employees upgrade both technical and soft skills to prepare them for both current and future roles.

TYPES OF PROGRAMS

- **Mandatory training:** Sessions on inclusion, occupational well-being and safety, cybersecurity, ethics, and compliance. These are covered in detail in the [Business Governance and Ethics](#) section.
- **Technical skills:** Functional training and certifications are offered by specific departments (e.g., sales, R&D, supply chain) to address job-specific technical skills.
- **Leadership and soft skills:** Programs to develop the required skills for leadership positions and career advancement.

TALENT DEVELOPMENT

People are our greatest asset, and we ensure that we support ongoing development with various programs enabling each employee to unleash their full potential and grow at every step of their career.

ENVU MENTORME PROGRAM

The Envu MentorMe Program is an integral part of our learning and development initiative and is designed to provide employees with opportunities for upskilling and career advancement. The program specifically aims to promote our inclusive culture by allowing mentors and mentees with diverse backgrounds to connect, exchange and build a learning relationship. It begins with Envu employees registering as mentees and identifying their career and performance goals, fostering reflection and purpose. Mentors then collaborate with mentees to identify critical skill requirements and establish a learning focus aligned with these goals.

In its first year of launch, **the Envu MentorMe Program received a recommendation score of 72/100 in participant feedback surveys, reflecting the strong likelihood of participants to recommend the program to their colleagues.** We aim to achieve a higher satisfaction rate and to continue this initiative to build trust and foster meaningful learning relationships, further advancing our cultural values and promoting employee growth and development.

BETTERUP COACHING PROGRAM

Envu collaborates with BetterUp to provide a transformative coaching platform to all its employees worldwide. The program's objective is to accelerate team performance

and engagement with a focus on resilience, agility and emotional intelligence.

ONLINE VIRTUAL LEARNING

Envu offers access to a wide range of learning materials through:

- **LinkedIn Learning.** In 2023, we deployed the LinkedIn Learning platform to ensure that all employees, no matter where they are located, can access the unique opportunity of learning any skill that can help them grow. This leverages our entrepreneurial mindset and allows every employee to drive their own growth by learning new skills.
- Learning management system (internal training deployment).

SHORT-TERM ASSIGNMENTS

Over the course of their career, Envu employees can shift to a new role on a different team for a few months and then revert back to their former team. This low-risk opportunity enables employees to try new endeavors, pivot to new skills, and return to their previous position if the challenge was not what they expected. This program demonstrates and supports our entrepreneurial mindset.

Career management

We take employee development seriously and have a strong career management program in place, ensuring that each employee across the globe receives equal opportunities.

PERFORMANCE REVIEWS

Our company performance is governed by a scorecard, openly shared annually with every employee, who also has their own performance goals linked to this scorecard and entered into a common tool. Quarterly touchpoints are mandatory and serve to foster regular dialogue around performance development. Each employee can express their career aspirations, receive feedback on their goals and review the actions necessary to access those opportunities. Feedback can come from managers, but employees are also given the opportunity to request 360 feedback from peers or employees across the organization. **100% of our employees received a regular performance and career development review during the reporting period.**

EMPLOYEE RECRUITMENT AND RETENTION

In 2023, Envu welcomed 107 new employees with the highest share within the EMEA region. The voluntary attrition rate for the 2023 reporting year was 7.5%, which remains relatively low and below industry average, with 68 employees voluntarily leaving, and is supported by strategic replacement to better serve our growth strategy.

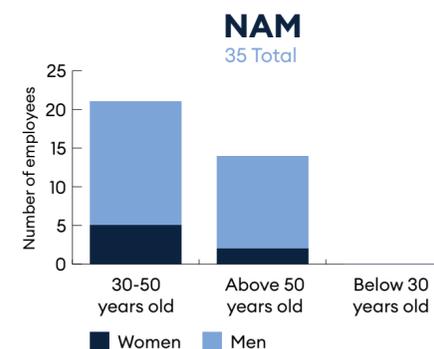
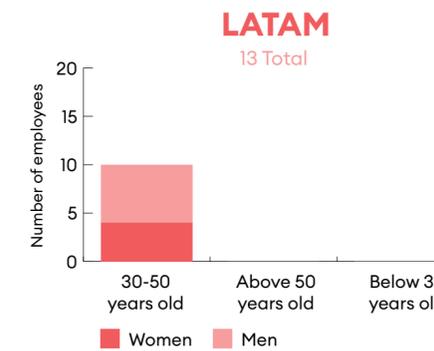
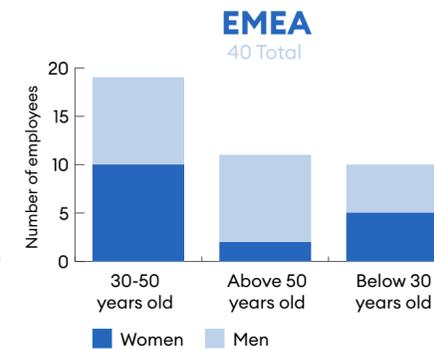
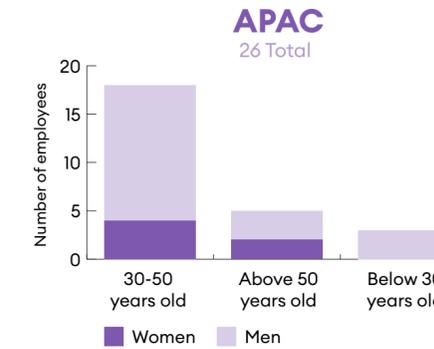
In accordance with applicable legal requirements, Envu may offer outplacement services to support employees transitioning during reorganizations and retirements.

All our initiatives and programs are universally accessible to every member of our global team. We prioritize the availability of well-being, growth and opportunities for

Throughout the 2023 reporting year, we are pleased to disclose that there were **no incidents of discrimination** that necessitated corrective actions.

each individual within our organization. Discrimination in any form is strictly prohibited and met with zero tolerance. Equal treatment of all employees is a fundamental principle of our corporate policy and the core of our organizational culture. No person is to be unfairly disadvantaged, favored or ostracized because of individual characteristics such as race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any other unlawful criterion under applicable laws. Our Fairness and Respect at Work Policy defines the standard of creating a fair, respectful and inclusive environment in which employees can perform, innovate and develop. Our **Talent Attraction Policy** provides guidance in sustaining and advancing our diversity at all levels. Finally, our **Total Rewards Policy** provides a framework for monetary and nonmonetary compensation for our employees.

EMPLOYEE TURNOVER IN 2023



Key strategies

- Achieve Best Place To Work® certification by 2024 in at least one country of operation.
- Provide access to the LinkedIn Learning training platform for all employees across the globe.
- Train all employees on the Envu Fairness and Respect at Work Policy, including DI&E principles, by the end of 2023. The completion of this training is a prerequisite to be eligible for variable payout.

KPI	2023 Achievement
LinkedIn Learning	100% of employees across the globe have been provided with access to the LinkedIn Learning training platform
Inclusion and fairness at work trainings	91% of employees have been trained on our Fairness and Respect at Work Policy, including DI&E principles
Envu MentorMe Program participation rate	132 matches (+200 employees) are involved in our Envu MentorMe Program
BetterUp coaching participation rate	715 hours of coaching have been recorded



Human rights and labor management

Envu is dedicated to maintaining a responsible business approach that extends beyond our own operations to encompass our entire value chain. Our commitment involves promoting fair and safe labor practices while upholding human rights standards throughout our operations and among our suppliers in alignment with the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

FAIR LABOR PRACTICES

Envu adheres to all employment laws in all the jurisdictions where it operates and follows regulations that prohibit activities such as child labor, forced labor and other human rights issues. To mitigate risks of violations of labor or human rights within the value chain, control mechanisms are placed within our operations and throughout our value chain. We only collaborate and engage with business partners who share the same high ethical standards. We regularly evaluate our business operations as well as those of our partners within the supply chain to assess and identify any human rights or labor rights concerns. Our suppliers are required to adhere to our [Supplier Code of Conduct](#), which addresses a zero-tolerance policy on human rights and labor rights violations including child and forced labor. This code of conduct expressly prohibits such violations, and any verified claims against suppliers would result in contract termination.

HUMAN RIGHTS

Envu recognizes and respects human rights wherever it does business, both internally and within its external sphere of influence. Our standards require all employees around the world to act with fair and lawful conduct toward colleagues, business partners and local communities. We are committed to upholding and supporting human rights, including in our supply chain. Our human rights position is unequivocal and includes a strict ban on child labor. Additionally, our policies prioritize inclusivity, respect and dignity for all, ensuring that human rights are upheld across diverse demographics, as reflected in our initiatives implemented through our D.R.I.V.E. groups.

LABOR RIGHTS: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Adhering to the UNGC’s third principle, Envu supports the freedom of association and recognizes our employees’ right to collective bargaining. Our [Fairness and Respect at Work Policy](#), applicable to all employees across the globe, embodies this principle for all. Additionally, approximately 34% of our global workforce is covered by country-specific collective bargaining agreements (CBAs), predominantly in Germany, France, Brazil and South Korea. Here are the details of CBAs in those countries:

- **Brazil:** All employees are covered by CBAs.
- **France:** All employees are covered by our companywide CBAs. Some exceptions may apply as some of our workers (like trainees for instance) would not be eligible for the full package of benefits provided to permanent and temporary employees. We also have companywide and industrywide CBAs within the chemical industry in place.
- **Germany:** Our employees below managerial positions in Germany are covered by the CBA of the chemical industry. We adhere to conditions aligned with market standards, including salary bands benchmarking. Certain conditions are established through agreements with the speakers committee, such as long-term time account arrangements.
- **South Korea:** All employees are covered by CBAs.

In countries where we have a Workers Council, the minimum notice period for any significant operational changes involves a three-month information and consultation period, followed by one to two months of labor inspection. In total, there is a span of four months (or 16 weeks) between the initiation of the procedure and its implementation. This is also applicable and specified in CBAs in Brazil, France, Germany and South Korea.

Adhering to the UNGC’s third principle, Envu supports the freedom of association and recognizes our employees’ right to collective bargaining. Our Fairness and Respect at Work Policy, applicable to all employees across the globe, embodies this principle for all.

OUR REMUNERATION AND BENEFITS POLICY

Envu is aligned with the UN Global Compact Labor Principles and committed to providing and advancing decent work and labor standards for its employees. We value and respect our employees' rights and continuously work toward improving working conditions and benefits for all employees across the company.

The Total Rewards program is administered in accordance with the established Total Rewards Policy. The People Committee, the organization's highest governing body for human capital matters, provides direction and oversight for the compensation strategy and its implementation. The process of determining remuneration incorporates data from independent, external global total rewards experts to ensure market competitiveness and compliance with relevant regulations. This data is a key factor considered when determining employee salary levels and designing variable pay policies.

Ensuring fair treatment for all, the Total Rewards Policy applies to all employees of all salary grades in all regions and functions, including senior executives as well as the highest governance body. This policy covers three total rewards components: pay, recognition and benefits. The pay component includes annual base pay, variable bonus, sign-on bonus (if applicable) and car allowance.

The benefits component includes a flexible benefits program, vacation, supplemental savings and retirement plan. Termination-related payments such as severance are governed according to the law.

In addition to that, senior executives' variable compensation components are measured based on individual performance, functional performance and company performance. The focus is on both short-term and long-term performance and sustainable success, including their contribution to the company's commitment to the economy, environment and people. In the U.S., our key location, 32% of our workforce (92 out of 286) is female. The average annual base pay for females is 13% lower (87% vs. 100%) than that for male employees. This averaged data may be partially due to an unaddressed gender pay gap but can also be explained by an unbalanced female/male percentage in some upper management levels, which we will mitigate with our gender balance targets. To understand the root cause and be able to address it, we are considering running an unaddressed gender pay gap study by 2025.

Ensuring fair treatment for all, the Total Rewards Policy applies to all employees of all salary grades in all regions and functions, including senior executives as well as the highest governance body. This policy covers three total rewards components: pay, recognition and benefits.



1) The U.S. is defined as our significant location of operation as the headquarters of our business operations, and the majority of our employees (286 headcounts) are in the U.S.
2) Part-time employees are not included as a category in this report due to this being a small group.

Occupational health and safety

With our vision of “healthy environments for everyone everywhere,” Envu drives toward being the foremost expert of providing a healthy and safe environment for employees, contractors, visitors and the communities we serve. We are committed to assuring the safety, health and well-being of everyone in these groups around the world.

Our purpose of “advancing healthy environments where people live, work and play” further commits Envu to maintaining a safe and healthy workplace by identifying and managing risks. We seek to achieve compliance with all applicable external health and safety regulations on global, national and local levels and strive for continuous improvement in our safety performance, which ultimately helps Envu attract employees, customers, stakeholders and investors.

Our Occupational Health, Safety and Environmental (QHSE) Policy serves as a core reference to our risk management practices and has been implemented based on recognized risks within our own operations and across our value chain. This policy is applicable to all Envu employees, affiliated site contractors and suppliers including tollers, subcontractors, and logistic and warehousing partners.

The QHSE Policy addresses:

- Risk assessment and hazard control.
- Product development and field-testing safety including:
 - + Supplier engagement.
 - + Driving safety.
 - + Office safety.
 - + Personal safety equipment.
 - + Emergency preparedness.
 - + Workers’ health and well-being.
 - + Tools for reporting, reviewing, controlling, and managing internal and external complaints.

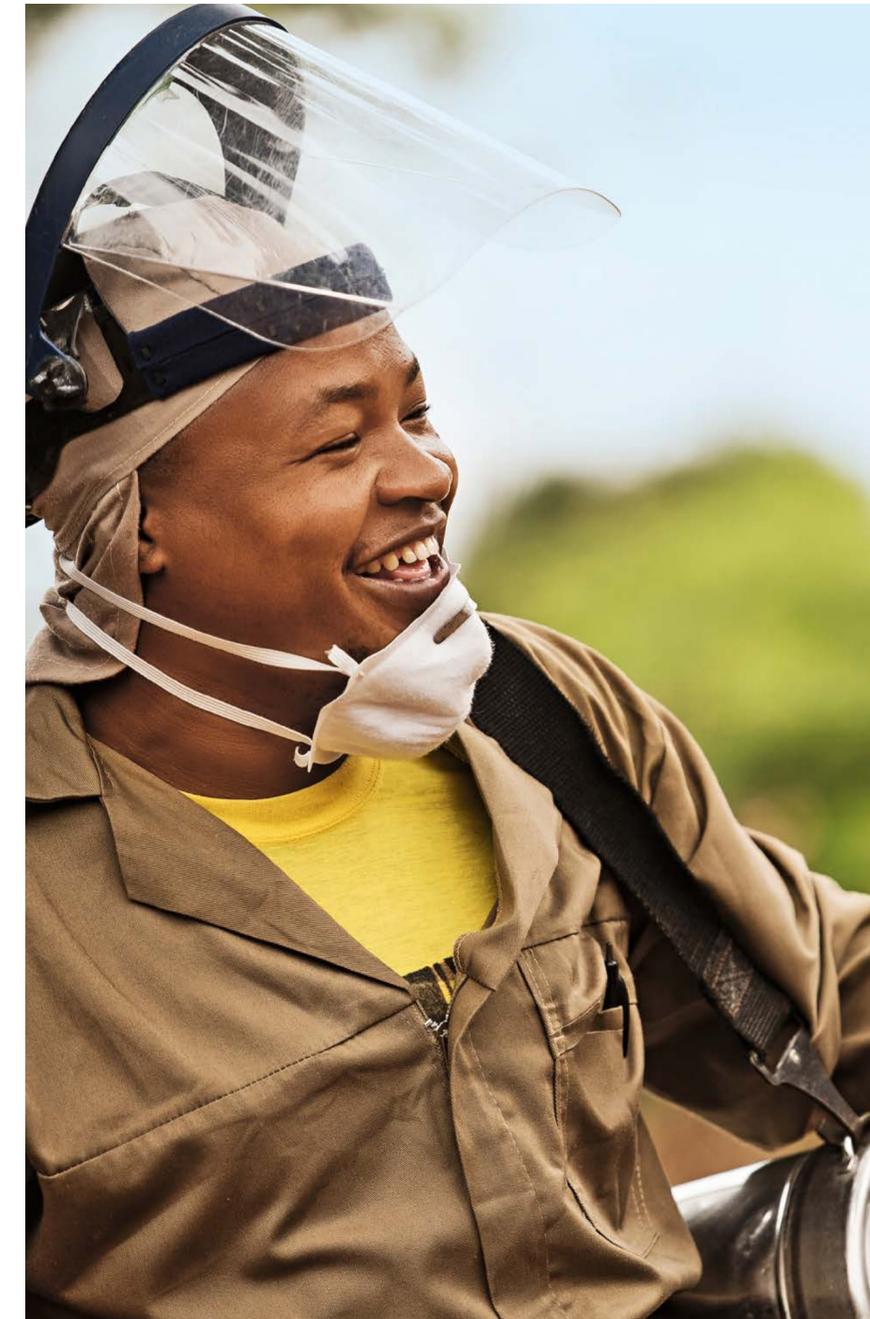
All Envu employees and subcontracted employees – accounting for over 900 people worldwide – work in the development and distribution of phytosanitary products. The majority of our workforce is engaged in administrative responsibilities including supply chain, finance, sales and marketing, research and development (R&D), procurement, and information technology (IT). Some are performing chemical R&D activities in laboratories to develop and test formulations (60 employees).

Additionally, 280 employees are company car drivers.

AT THE OFFICES

Prevention programs are developed to raise awareness of the hazards relevant to our workforce, such as sitting at desks, working on screens for long periods of time and driving for business purposes. The company selects office equipment such as chairs, desks and screens that offer sound ergonomics to help reduce the risk of musculoskeletal disorders. Whenever employees have the ability to work from home, the company subsidizes the purchase of office equipment (desk, chairs, etc.) to ensure employees can work in conditions similar to the ones offered at the office.

We seek to achieve compliance with all applicable external health and safety regulations on global, national and local levels and strive for continuous improvement in our safety performance.



IN THE LABORATORIES

Envu operates several R&D laboratories in three countries, where our employees develop new formulations and test these products in realistic conditions to select the most suitable products for advancement within the pipeline. Our laboratories follow rigorous international standards (in addition to local ones) in how they are set up, equipped and operated. Global procedures ensure that safety is consistent across the globe, all hazards are taken into account and controlled, and risks are reduced as much as reasonably possible.

Specific risk assessments are conducted for employees who may be exposed to chemicals at work. Measurements are taken at a frequency determined by the risk assessment to ensure these employees' levels of exposure are maintained below the regulatory threshold. Employees who may be exposed to harmful chemicals undertake additional medical checks as per the relevant local regulations to ensure they do not develop conditions associated with the exposure of these chemicals. Additional procedures and methods have also been developed to reduce employee exposure to levels as low as practically achievable in anticipation of possible changes to these thresholds.

OTHER OCCUPATIONAL HEALTH SERVICES

Envu does not have a specific occupational health service function to provide medical services to our workers. Instead, we use outsourcing to facilitate access to medical services. Normally, preemployment medical checks are conducted to ensure compliance with local regulations regarding mandatory medical check requirements, which vary across different countries. Red-on-line, a QHSE regulatory watch service provider, has been employed to support and monitor any changes in the regulations.

In Germany, France and South Korea, the worker council serves as a forum to discuss plans related to occupational health and safety. Meeting cadence and governance

are based on local regulation rules and are led by the managing director with support from regional HR and QHSE managers.

Besides ensuring access to work-related health services, we also equip our employees with access to nonoccupational medical services. The Employee Assistance Program (EAP), operated by ComPsych, offers counseling, legal and financial consultation, and work-life assistance, which are accessible to all our employees worldwide. In addition to that, every employee in the U.S. has access to Teladoc Health, an online doctor consultation service.

Envu also provides various QHSE-related training to relevant employees. The Brightmile application, for example, has been deployed for company car drivers. In 2023, 179 drivers were onboarded and now have immediate feedback on their driving behavior including contextual road risk, compliance with legal speed limits, distractions, fatigue and eco-consumption. The QHSE team builds a safe driving culture through regular communication with local managers about their teams' driving behaviors. The program includes rewards and gamification to enhance participation.

RISK ASSESSMENT AND HAZARD IDENTIFICATION

Hazard identification and risk assessment at Envu are organized on both routine and nonroutine bases. Routine assessment entails regularly inspecting the workplace, reviewing incident reports, and consulting with employees to identify potential hazards and assess the risks associated with them. Nonroutine assessments may be carried out in response to changes in the workplace, such as the introduction of new equipment or processes.



SAFETY AND HEALTH INCIDENT REPORTING AND MITIGATION

While we take many precautions to prevent injuries to our employees and contractors, we have developed a process and tool to easily log and record injuries. All employees have access to this tool and are actively encouraged to report any safety or health incidents. In addition to this reporting tool, we also have a global compliance hotline for employees to report any hazardous or compliance incidents with the protection of anonymity.

Envu has an investigation team that evaluates reported incidents and recommends corrective actions. This team follows several processes, including:



The results of these investigations are shared with the relevant stakeholders at the appropriate level based on the nature of the incident. These incidents are reviewed with the leadership of every region during quarterly QHSE reviews. Major incidents are shared with the Leadership Team and included in the annual ESG report.

HIGH-RISK OCCUPATIONAL HAZARDS

We have identified some work-related hazards that pose a risk of high-consequence injury:

- Road safety.
- Chemical exposure.

Over the course of 2023, we had two road injuries with 30 sick leave days in total for both, without any health consequences. A full investigation was carried out with all stakeholders (managers and employees), communication in the region where the accident occurred, and a special newsletter sent to all Envu managers. Following this incident, we updated our vehicle road safety procedure. For our next reporting year, we are working toward improving our safety program, which will include a chemical risk update, office assessment, observation rounds and near-miss reporting.

2023 Key Numbers

6 incidents at work with or without sick leave days
Recordable incident rate: 0.67 incident per 100 employees

3 incidents at work with sick leave
LTI frequency rate: 0.33 lost time incident per 100 employees

0 fatalities

33 sick leave days due to work-related injury
Injury severity rate: 3.67 days lost per 100 employees

Key Notes

- Number of hours worked was estimated: 900 people x 2,000 hours.
- Nonemployee workers whose work/workplace was controlled by the organization: 0 fatalities; one person involved in a slip/trip/fall without sick leave, included in the total number of occupational incidents disclosed.
- Rates are calculated based on 200,000 hours worked.
- LTI is the lost time injury frequency rate.



Strategic Pillar 5: Business ethics and governance

Envu strives to manifest robust business ethics principles and attain best-in-class standards. Envu drives toward this objective by fortifying systematic measurements and introducing internal control mechanisms when needed. Business ethics and governance are crucial to forming the backbone of an organization by ensuring accountability, transparency and integrity within a firm and encouraging ethical decision-making. They protect the rights of all stakeholders, boost investor confidence, manage risk effectively and enhance the firm's reputation, all of which are key to long-term sustainability and success.

KEY CONTRIBUTIONS

- Establish a business with high ethical standards and integrity through safe and transparent governance practices.
- Ensure a sustainable supply chain with enhanced visibility and traceability.
- Uphold circular economy principles by minimizing waste generation and optimizing resources.
- Promote responsible water stewardship to mitigate water scarcity risks.

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
3. Water resources	Medium	Medium
4. Waste and resource circularity	Medium	Medium
12. Sustainable procurement practices	High	High
13. Responsible business and governance practices	Medium	Medium

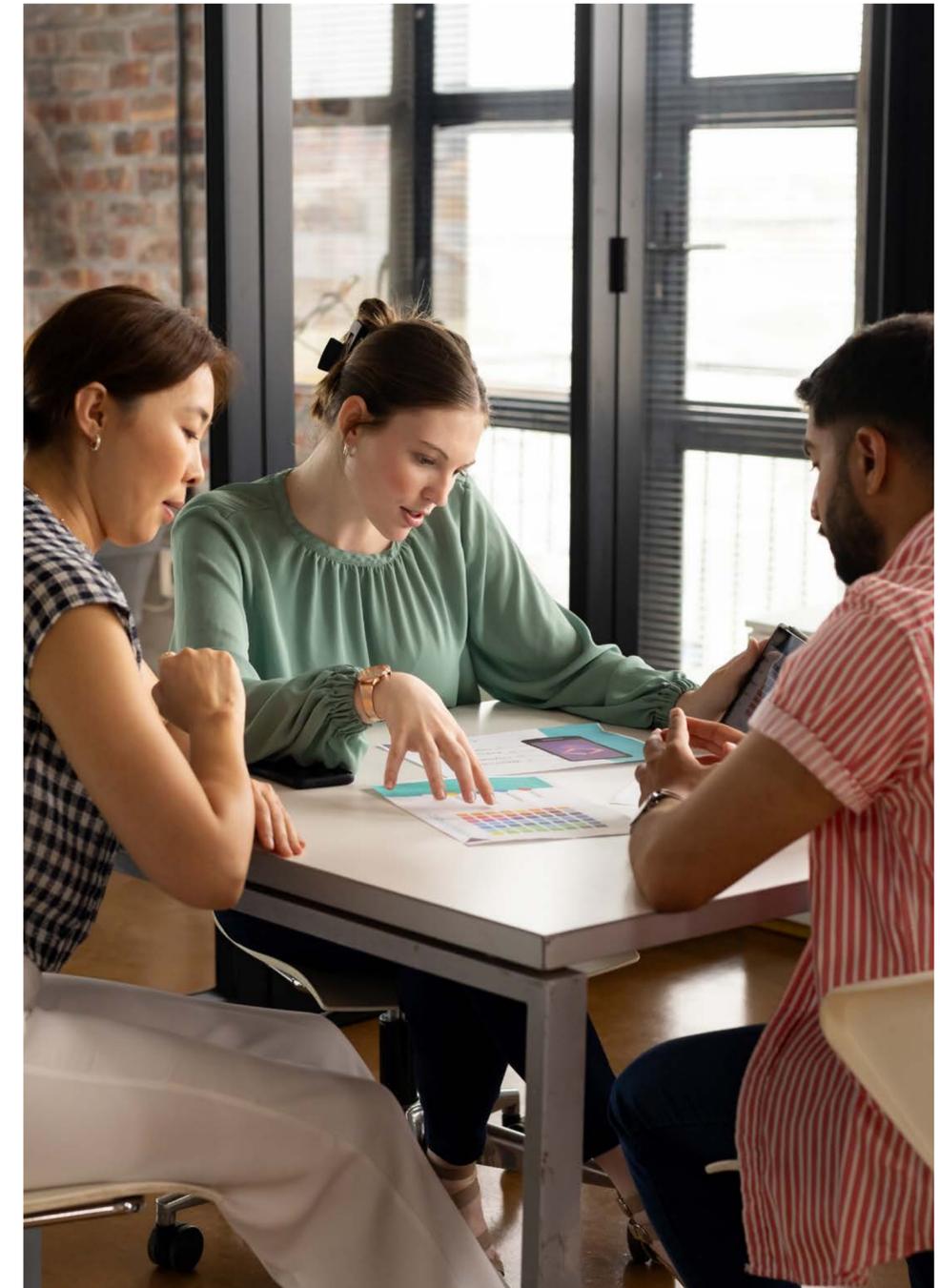
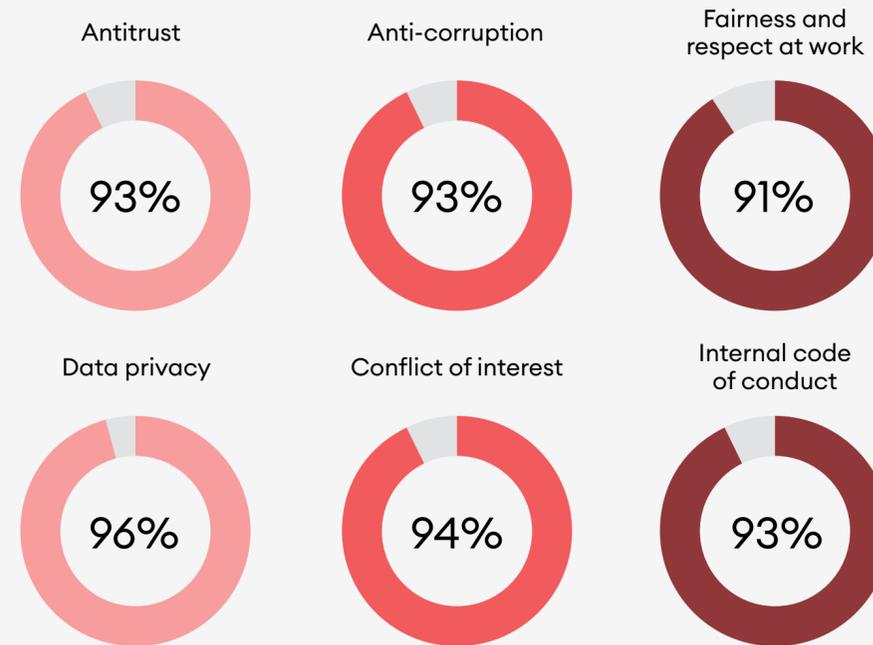
2023 compliance performance

Over the course of 2023, no significant compliance incidents with laws and regulations having led to monetary or nonmonetary sanctions were reported.

KPI	2023	2024 Target
# of confirmed reported governance incidents	0	0

Compliance Training Report

More than 90% of the organization workforce (temporary and permanent) was trained on compliance over the course of 2023. The numbers disclosed below include all employee categories across all regions. Moreover, policies and procedures on anti-corruption are communicated to all our global business partners through the [Supplier Code of Conduct](#).



Note: We consider significant incidents to be circumstances that would raise significant concern over the organization's business conduct and/or involve the obligation to report the incident to local authorities according to local legal definition of a significant noncompliance (SNC) incident in the geographies in which we operate. The above KPI and target encompass the following types of governance incidents: employee grievance, DI&E and fairness at work incidents, ABC (anti-bribery and corruption) incidents, AML (anti-money laundering) incidents, fraud incidents, antitrust/competition incidents, cybersecurity incidents, data leakage complaints or events, and whistleblowing incidents. Seventy-four German employees have until the end of February 2024 to complete the trainings.

Corporate governance

The foundation of our relations is trust. Trust is precious and has to be nurtured every day. Building and maintaining trust is at the core of our company's values and is central to our company's environmental, societal and governmental (ESG) commitments for sustainable development that is urgent in today's world.

First and foremost, that means that our company's actions must also be based on laws and integrity principles. Illegal transactions and activities are therefore unacceptable – everywhere in the world and without exception. Compliance and integrity protect our license to operate worldwide; therefore, we are committed to acting responsibly toward our employees, customers, consumers, business partners and society in general.

OUR ORGANIZATION'S PRINCIPLES AND REGIONAL AND LOCAL STRUCTURE

Board of directors

Each Envu entity has at least one director who nominates and appoints officers and implements the strategy presented by the Leadership Team for their respective legal entity. The board of directors is a majority voting committee consisting of nonexecutive Cinven directors closely involved in the oversight of Envu operations and certain operational management team members. [\(See ownership structure for details.\)](#) Day-to-day management is handled by the Envu Leadership Team and C-suite executives. The board also delegates certain matters to committees of the board.

Leadership Team at Envu

The Leadership Team executes strategy, aligns the organization to the defined goals, and holds overall responsibility for business operations. It decides on the portfolio, allocates resources, and is responsible for executive and financial management. The Leadership Team assumes the roles and responsibilities delegated to it by the board of directors and makes decisions in consensus. The team establishes committees, which have delegated responsibilities and mandates for matters falling in their specific area of responsibility, and all team members are jointly responsible for the leadership and management of Envu.

To achieve an efficient distribution of tasks and ensure the flexibility and effectiveness of its activities, individual team members are assigned responsibility for specific areas as per delegations of authority, which they may subdelegate. They are in charge of and the main contact people for any subjects and tasks pertaining to their area of responsibility, and they are accountable for the tasks delegated to and performed by them. The Leadership Team's overall responsibility is not affected by the delegation of responsibilities for certain areas or projects.

The region and function heads deliver regular reports during Leadership Team meetings. In addition to defined

areas of responsibilities, caretaker roles for regions and specific functional topics and projects may be assigned to individual members of the Leadership Team.

Within such mandates, the committees are empowered by the Leadership Team to steer decision processes and regularly report back to the Leadership Team on material topics.



Board of directors

The board of directors is composed of nonexecutive directors from Cinven, external advisors and the CEO of Envu. The board is a majority voting committee responsible for appointing officers and making decisions to implement the strategy presented, which is run on a daily basis by the Leadership Team. In accordance with the Global Delegation of Authority Policy, the board has authority over certain key supervisory actions for the U.S. Envu business. Day-to-day management is handled by the Envu Leadership Team and C-suite executives. The board also delegates certain matters to committees of the board.

Following the recent move of one of the board members at the end of 2023, we onboarded a new female board member, bringing the percentage of female representation to 20%.

The board of directors is composed of:

	Nationality	US TopCo
Pontus Pettersson Cinven	Sweden	Director and Chairman
Gilles Galliou CEO, Envu	USA & France	Director
Marco Strizzi Cinven	Italy	Director
Jeff Cox External Advisor	UK	Director
Sharon Birkett External Advisor	AU	Director

Leadership Team

The Envu Leadership Team executes strategy, aligns the organization to the defined goals, and holds overall responsibility for business operations. The team decides on the portfolio, allocates resources, and is responsible for executive and financial management. The Leadership Team makes decisions by consensus and assumes the roles and responsibilities delegated to it by the board of directors. The group decides on all matters that go beyond the normal business operations due to their nature, significance or associated risks to Envu as documented in Envu governance policies.

As leader and spokesperson for the company’s management and Envu as a whole, Gilles Galliou is the President of the Leadership Team and has a distinct role within the group. He is accountable for the definition and achievement of corporate objectives, shaping corporate structure and governance, and guiding long-term development.

MARINE SANOULLER
Head of ESG - reporting to CEO

As of December 31, 2023, the Leadership Team was composed of:

GILLES GALLIOU
CEO

- ERIC RUGGIRELLO**
Head of Commercial Operations, EMEA, LATAM and Spec Ac*
- MARK SCHNEID**
Head of Commercial Operations, North America*
- NADIM MOHR**
Head of Commercial Operations, APAC
- BERNARD JACQMIN**
Head of Innovation and Regulatory Affairs
- TIFFANY FREMDER**
Chief Marketing Officer
- RONAN STEPHENS**
Head of Product Supply
- DELL JOSHI**
Chief Information Officer
- TROY RANDOLPH**
Chief Financial Officer
- LAURA JACOB**
Head of People, Culture and Communication
- ALEX BERNHARDT**
Chief Transformation Officer

*Roles effective January 1, 2024.

Core governance committees

ENVU LEADERSHIP TEAM

Reporting to: Board of directors

Chairman:

Gilles Galliou,
CEO

Members:

	Laura Jacob, Head of People, Culture and Communication		Dell Joshi, Chief Information Officer
	Tiffany Fremder, Chief Marketing Officer		Mark Schneid, Head of Commercial Operations, North America
	Troy Randolph, Chief Financial Officer		Eric Ruggirello, Head of Commercial Operations, EMEA, LATAM and Spec Ac
	Ronan Stephens, Head of Product Supply		Nadim Mohr, Head of Commercial Operations, APAC
	Alex Bernhardt, Chief Transformation Officer		Bernard Jacqmin, Head of Innovation and Regulatory Affairs

ENVU BOARD

Reporting to: Shareholders

Chairman: Pontus Pettersson, Cinven

Members:

Gilles Galliou,
CEO

- Marco Strizzi, Cinven
- Sharon Birkett, External Advisor
- Jeff Cox, External Advisor

PEOPLE COMMITTEE

Reporting to: Board of directors

Members:

Gilles Galliou,
CEO

- Pontus Pettersson, Cinven
- Marco Strizzi, Cinven

ESG COMMITTEE

Reporting to: Board of directors

Members:

Gilles Galliou,
CEO

- Allegra Day, Cinven
- Marco Strizzi, Cinven
- Jeff Cox, External Advisor

AUDIT COMMITTEE

Reporting to: Board of directors

Chairman: Sharon Birkett, External Advisor

Members:

- Marco Strizzi, Cinven

SUSTAINABILITY COMMITTEE

Reporting to: Leadership Team

Chairman:

Marine Sanouiller,
Head of ESG

Members:

- One representative from each function, reporting to each Leadership Team member

RISK COMMITTEE

Reporting to: Leadership Team

Chairman:

Troy Randolph,
CFO

Members:

- Leadership Team members
- Head of ESG
- Head of Legal and Compliance

Steering Role:

- Governance, Risk and Compliance Manager

Our ESG governance

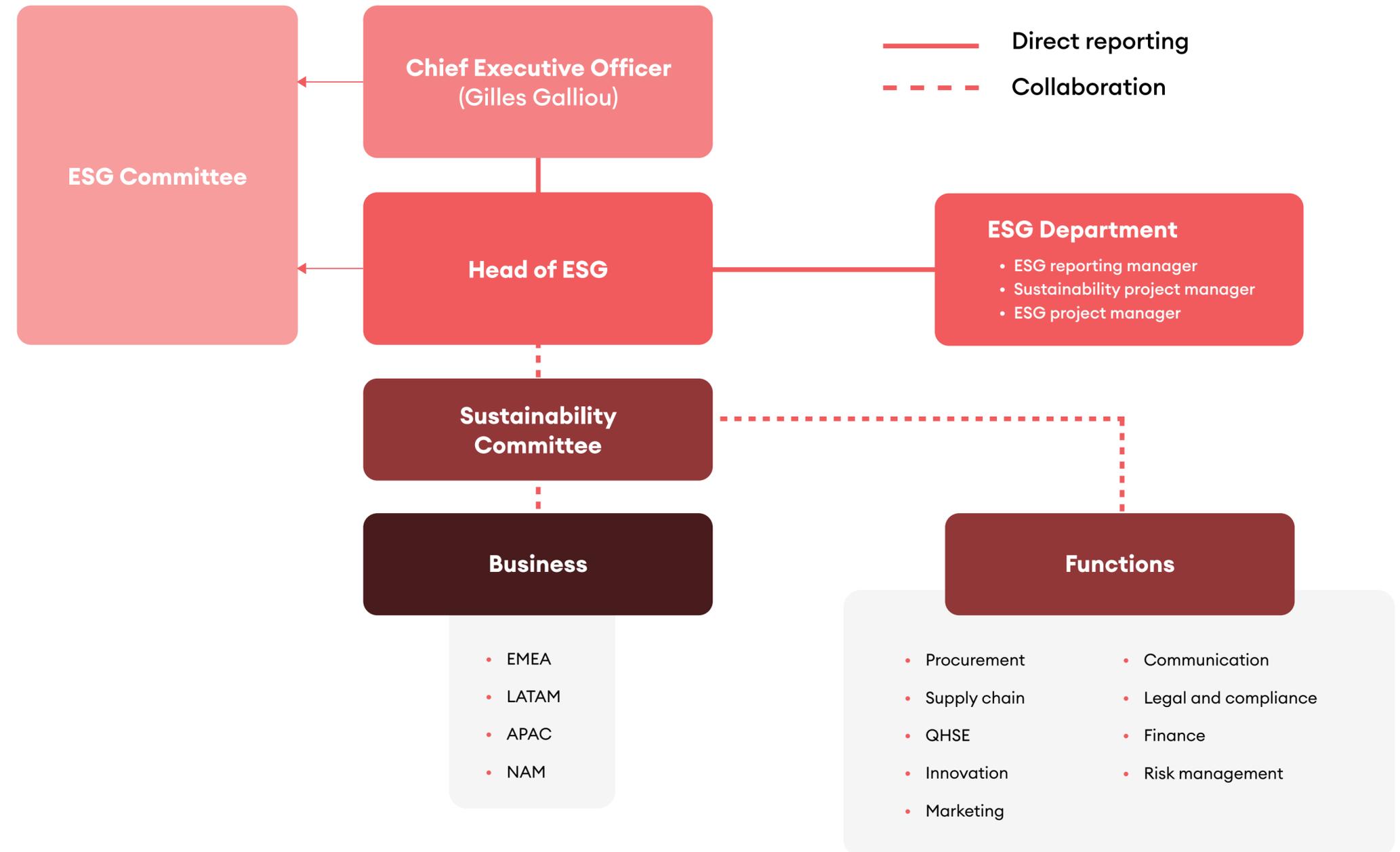
At the board level, the Chief Executive Officer has a responsibility for oversight of ESG at Envu, including implementation of the company ESG policy and periodic review of ESG performance.

Envu has established a Sustainability Committee, which is chaired by the Head of ESG and overseen by the Chief Executive Officer. Besides those two, it is made up of members (who most of the time directly report to one Leadership Team member) from business segments and key regions as well as functions including Procurement; Supply Chain; QHSE; Innovation; Marketing; People, Change and Communication; Legal; and Finance.

The scope of the Sustainability Committee is to oversee implementation of the ESG strategy and ESG policy. It is the main governing body responsible to take all decisions related to the development, implementation and execution of the strategic sustainability framework.

Further, the Sustainability Committee is responsible for identifying ESG risk areas and opportunities, developing ESG priorities and action plans, and overseeing the implementation of such initiatives. The Sustainability Committee meets four to eight times per year and/or upon need. This work is reviewed by the Head of ESG, then reported to and approved by the board. Our ESG global policy is reviewed annually and approved by the Chief Executive Officer, the Head of ESG and the Sustainability Committee.

Embodying environmental, social and governance is critical to our success, which is why we developed the double materiality matrix. We leveraged insights from internal and external stakeholders to determine the most material topics and aligned them with our ESG roadmap. This resulted in a clear plan, which our cross-functional ESG Committee is carrying out and reporting on to the Leadership Team and board.



AUDIT COMMITTEE

The Audit Committee is responsible for reviewing the company’s financial statements before approval and reports directly to the board of directors. The committee seeks advice from experts to ensure adopted principles and policies are in compliance with the statutory requirements and best practices in accounting standards. It also consults with external auditors for their scope of work and discusses major points from the auditor’s management letter and responses thereto. The committee also ensures the adequacy and effectiveness of the internal control and compliance environment. With recommendations from the Chief Financial Officer, it makes determinations on the appointment and dismissal of auditors and amendments to accounting policies.

RISK COMMITTEE

The Risk Committee reports to the Leadership Team and is responsible for oversight of internal audit activity including the approval of the internal audit charter and a

risk-based audit plan, resolving any critical matters on the internal audit budget and resource plan, and receiving any critical communication from the Chief Financial Officer on the internal audit performance or scope limitations. See our Global Policy – Organization Principles.

The Risk Committee is also responsible for the oversight of the risk management process. Its activities include:

- Reviewing risk reports associated with the enterprise risk management process.
- Understanding, discussing and prioritizing the organization risk universe.
- Reviewing, challenging and approving the risk mitigation strategy.
- Approving risk financial thresholds, organization risk appetite and materiality.

The Risk Committee is co-chaired by the Chief Executive Officer and the Chief Financial Officer, with steering from the Head of IARM, Head of Legal, Head of Human Resources and Communication, and the optional participation of other Leadership Team members (depending on the subject of discussion). The Risk Committee meets periodically as determined by the Leadership Team, and it meets for an annual meeting.

To ensure an efficient risk management and remediation process, the Risk Committee leverages policies, procedures, training, performance monitoring, compliance incident reporting and proactive communication to all employees about risks as well as their consequences and mitigation processes. Investigations and audits (internal/external) also ensure risk mitigation.

Compliance incidents (alleged or confirmed) are reviewed quarterly by the Risk Committee to ensure transparency, accountability and establishment of mitigation plans.

ESG COMMITTEE

The ESG Committee assists the board in setting the discovery group’s general strategy with respect to ESG matters and reports to the board of directors. The committee also considers and recommends policies, practices and disclosures that conform with the aforementioned strategy.

It also helps the board monitor internal and external communications with employees, investors and other stakeholders regarding the discovery group’s position on or approach to ESG matters.

Additionally, it considers and brings to the attention of the board current and emerging ESG matters that may materially affect the business, operations, performance or public image of the discovery group and matters that are otherwise of significance to the discovery group and its stakeholders. Finally, the ESG Committee puts systems in place, as deemed necessary and appropriate, to monitor ESG matters.



SUSTAINABILITY COMMITTEE

The Sustainability Committee (SC) was established to govern all decisions related to the development, implementation and execution of the company's strategic ESG framework. The SC is authorized to propose changes and updates to the Leadership Team and to make recommendations on the direction related to the Envu ESG strategy.

The SC is composed of employees from every function of Envu, including Commercial Operations, Product Supply, Innovation, Marketing, Human Resources, Legal and Finance, and the committee meets periodically at intervals determined by the Leadership Team.

PEOPLE COMMITTEE

The People Committee recommends plans for compensation and succession of board members, including nonexecutive and independent directors (if any) of Envu. The committee also annually reviews and approves corporate goals and objectives relevant to the board and senior executive compensation, evaluates senior executive performance in light of those goals and objectives, and recommends to the board senior executive compensation levels based on these evaluations.

Additionally, the committee makes determinations (with CEO recommendation) regarding compensation changes (for any salary change over 10%) for the Leadership Team members and their direct reports and makes determinations regarding changes to short-term incentive (STI) and long-term incentive (LTI) compensation. The committee is also responsible for making determinations regarding

CEO compensation and severance payments for the Leadership Team members and their direct reports. Review of leadership needs with a view to ensuring the continued ability to compete effectively in its relevant markets also falls to this committee.

REGIONAL AND LOCAL STRUCTURE

Envu is active in more than 100 countries that are clustered in four regions: North America (NAM); Latin America (LATAM); Europe, Middle East and Africa (EMEA); and Asia-Pacific (APAC). The regional Leadership Team is led by the regional Head of Commercial Operations, who appoints the other participants. The regional Head of Commercial Operations is bound by the level of delegation of authority mentioned in the Organization Principles Policy. The objective of the regional Leadership Team is to shape and assert Envu interests in each region; to ensure alignment; to improve the cooperation of all functions; and to analyze the business development against the political, economic and social background of the region. The regional Leadership Team meets periodically at intervals determined by the regional Head of Commercial Operations. Countries are responsible for the execution of the local business in the frame of the strategies and priorities defined by the Leadership Team and corporate guidelines.



Envu global policies

The global policies governing Envu, including the areas of human rights, labor, environment and anticorruption stipulations, are structured with close reference to the 10 principles of the United Nations Global Compact (UNGC) covering the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the UN Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

These global policies are reviewed annually and approved by the Leadership Team and the board. They are applied to all our employees worldwide and business partners where relevant (e.g., suppliers are subject to the [Supplier Code of Conduct](#)). The policies are made accessible to all our employees across the globe through our intranet. In an effort to increase transparency, we disclose most of these policies to our business partners and the public via our website. Certain policies are only available upon request for reasons of confidentiality.

Envu Policies - A Governance Framework With a Universe of 39 Global Policies

GOVERNANCE, RISK AND COMPLIANCE	FINANCE	INNOVATION, SUSTAINABILITY AND SAFETY
1.01 - Organization Principles	2.01 - Investment Handbook	3.01 - Occupational Health and Safety
1.02 - Internal Code of Conduct	2.02 - Tax Management	3.02 - Product Safety
1.03 - Risk Management	2.03 - Commercial Management	3.03 - Quality Management
1.04 - Internal Audit Charter	2.04 - Treasury Management	3.04 - Intellectual Property
1.05 - Crisis Management	2.05 - Procurement Management	3.05 - ESG
1.06 - International Trade and Customs Compliance	2.06 - Credit Management	3.06 - Environment
1.07 - Regulatory Compliance	2.07 - Accounting Handbook	
1.08 - Supplier Code of Conduct	2.08 - Travel Expenses and CCC	
1.09 - Compliance Management	2.09 - Transfer Pricing	
1.10 - Conflict of Interest		
1.11 - Antitrust		
1.12 - Anti-Corruption		
1.13 - Business Continuity Management		
1.14 - Modern Slavery Mitigation in Supply Chain		
1.15 - Anti-Fraud		
	SECURITY	
	5.01 - IT Governance	
	5.02 - Data Privacy	
	5.03 - Authorization and Systems Access	
	5.04 - Master Data Management	
		HUMAN RESOURCES
		4.01 - Total Rewards
		4.02 - Talent Attraction
		4.03 - Fairness and Respect at Work
		4.04 - Communication Management
		4.05 - Social Media

Our compliance organization

A worldwide compliance organization, headed by the Head of Legal and Compliance of Envu as Chief Compliance Officer, supports and approves our overall compliance approach. Every region where Envu does business has a lead legal counsel responsible for the local implementation and effectiveness of our compliance management system. Furthermore, the data privacy business partner and associate general counsel in charge of intellectual property (IP) are responsible for compliance in their respective areas. These compliance experts provide guidance, assess and address risks, conduct compliance training, and investigate any alleged compliance violations with the support of outside counsel as needed.

INTEGRATED COMPLIANCE MANAGEMENT POLICY

The Integrated Compliance Management (ICM) Policy is applicable to all Envu employees and business partners worldwide and serves as a compass for us to act with integrity and in compliance with laws and internal policies. This policy is formulated with the objective to identify and address compliance risks when conducting business and includes functional processes and corporate controls. These risks are consolidated into nine main compliance categories.

With the elaborate and comprehensive implementation of our ICM Policy, we are delighted to announce that Envu did not have any significant instances of noncompliance with laws and regulations throughout the entire reporting period of 2023.

DATA PRIVACY

Envu strictly adheres to the laws designed to protect and secure the privacy and confidentiality of information about individuals. This includes personal, health, family, financial and similar information. We are careful not to disclose personal data, within or outside the company, except when we are legally permitted and have a legitimate business need to do so.

CONFLICTS OF INTEREST

Envu employees are careful to separate their own personal interests from those of Envu. We make decisions impartially, without letting opportunities for personal gain adversely affect our judgment, our job performance or our decision-making. When facing an actual or a potential conflict of interest, we are expected to disclose the situation immediately to our manager and regional legal counsel, who decide how to address the conflict. All investigation and separation of duties, policies and procedure processes are documented. Confirmed conflict of interest of a meaningful nature, like cross-board membership and cross-shareholding with suppliers or stakeholders, are reported following the associated policy.

INTELLECTUAL PROPERTY RIGHTS

Envu safeguards the value of its research and development efforts and the goodwill and reputation of the company and its brands. Envu respects the valid rights and claims of any third party. Intellectual property rights provide innovative companies like Envu an opportunity to profit from the results of its inventions and recover the cost of its investments. These rights lawfully restrict or prevent others from using the company's intellectual property without express permission.

FAIRNESS AND RESPECT AT WORK

Envu strives to create the best environment for employees to perform, innovate and develop. Envu is a place where employees can positively change the world with their work. To create value for a diverse world, we need to have a diverse workplace that empowers people with different backgrounds and skills to make a difference. We follow certain basic standards of behavior so that no person is treated unfairly or discriminated against, harassed or subjected to other unprofessional or disrespectful behavior, or retaliated against for sharing his or her good faith concerns.

ANTITRUST

Envu competes on the merits of its products and services and firmly supports the existence of free and open markets. We strictly adhere to the laws designed to promote and protect competition.

ANTI-CORRUPTION

Envu does not tolerate corruption and will refuse any business opportunity that involves any form of bribery. We never offer or give a benefit to try – or even give the appearance of trying – to wrongfully influence someone else's decision, action or point of view.

CORPORATE RESPONSIBILITY

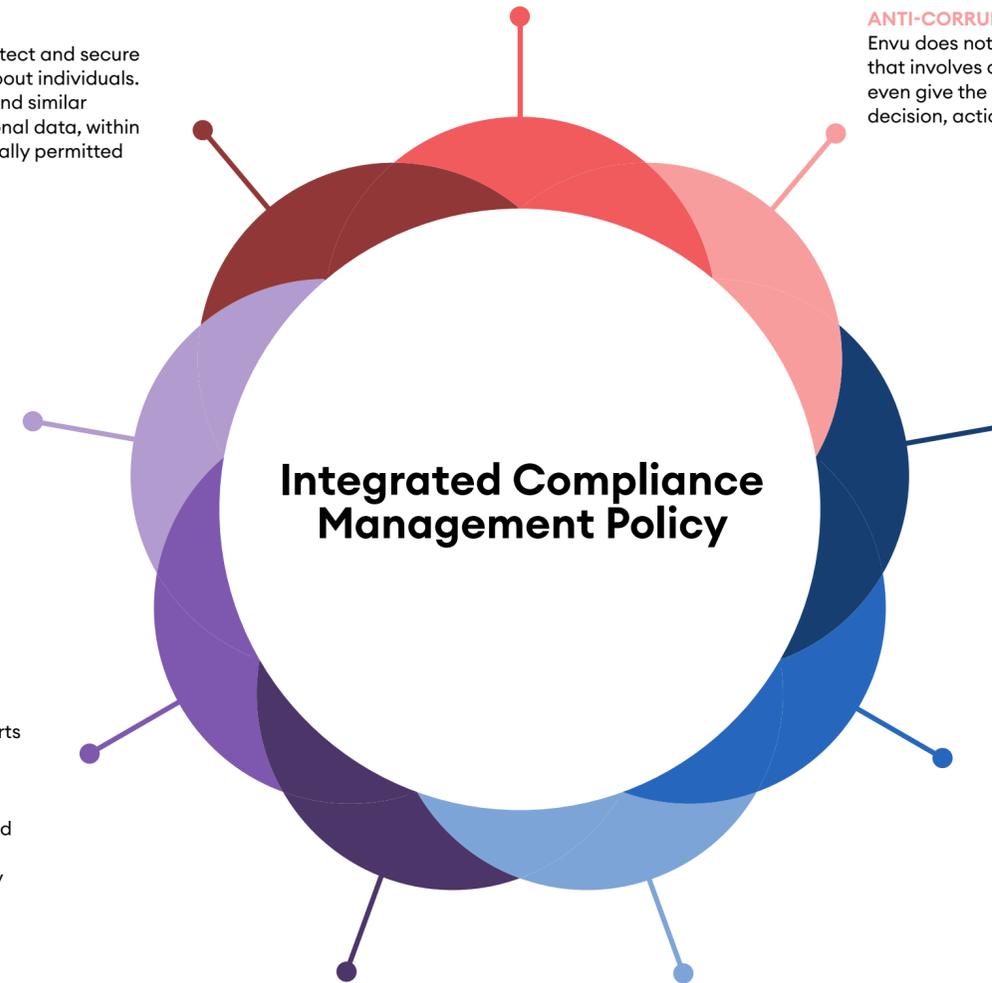
Envu endeavors to develop, produce and sell products in a safe and sustainable way that meets the needs of our employees, customers and society and protects the environment. Responsible business practices are the foundation of our activities. We pursue an inclusive business approach in which we combine financial objectives with societal and environmental responsibility and balance short-term and long-term targets. We measure key nonfinancial indicators with the same rigor as financial indicators. We are committed to meeting all health, safety and environmental laws and industry standards in every aspect of our business. Our commitment to product stewardship means we offer products that are safe for people, animals and the environment when properly used.

INTERNATIONAL TRADE CONTROLS

Envu supports national and international initiatives that aim to prevent the misuse of its goods or technologies as nuclear, biological or chemical weapons or in the spread of terrorism or war. We adhere to trade control regulations, sanctions and other efforts intended to promote international peace and stability. We also abide by local laws governing international trade. Envu expects third parties that act on its behalf to strictly adhere to these same commitments.

RECORDKEEPING AND REPORTING

Envu fully and accurately records its business activities and financial transactions to provide a fair and complete picture of its operations, assets and financial condition. We comply with relevant financial reporting and accounting standards and principles as well as tax laws and regulations. Our internal control system is designed so that all key business processes are followed and transactions are fully and correctly captured.





RELATIONSHIP WITH GOVERNMENTS

Envu does not make any political contributions (monetary or in-kind) either directly or indirectly, and we have a special focus on anti-corruption prevention through our corporate risk assessment procedures. For instance, when some of our business partners or clients are public authorities (e.g., municipalities), we have a specific third-party due diligence process, with the four-eyes principle ensuring a high level of due diligence and preventing corruption risk.

APPROACH TO TAXES

Envu works to comply with all local tax regulations. Envu has an internal global policy for tax management with the objectives of:

- Providing the definition of our approach to taxes.
- Describing the roles and responsibilities of the different organizational units within tax and other functions.
- Providing guidance regarding business relationships with subsidiaries, other Envu business functions and external business partners.

This policy is communicated to all employees of Envu, and internal teams are advised on the importance and materiality of transactions impacting taxes.

Our key principles are: strong opposition against any noncompliance, foremost tax fraud; tax payments in line with respective value creation in each country/territory; a cooperative approach with tax authorities; and educating and advising internal teams on the importance and materiality of transactions impacting taxes. While in general Chief Financial Officers and/or Managing Directors are legally accountable for tax declarations of the respective legal entities, the roles and responsibilities for taxes are outlined as follows: the tax function is accountable and globally responsible for all taxes and tax effects relating to Envu activities, and the tax function steers, supervises and controls the tax service provider, which as of day one is Ernst & Young.

It is important to us to seek a transparent and cooperative approach with tax authorities. Where appropriate, we will seek technical rulings or advance pricing agreements with tax authorities in order to provide legal certainty and, if possible, we will engage positively and proactively to resolve any disputes. In order to carry out the directives of this tax management policy effectively and efficiently, we established a tax Leadership Team whose role shall be to engage in regular conversations of current and future Envu tax functions. The tax Leadership Team is composed of members from several of our key business partners. To support our R&D efforts, Envu is eligible for a research tax credit for its French and German legal entities.

Tax processes and controls play a key role in managing and mitigating our tax risks and the efficient operation of the tax function. We have set up and maintain robust regulations, processes and documentation requirements in order to ensure we meet our tax obligations in every country in which we operate. It is also a requirement for all Envu tax professionals to have the necessary qualifications and receive ongoing training. Tax risks are monitored as part of our internal control procedures to enable appropriate assessment and management. Advice may also be sought from third-party advisors to support the decision-making process as it relates to direct and indirect taxes and transfer pricing. At the time of this report, country details of tax approach are not available for reporting.

COOPERATING WITH AUTHORITIES

We make every effort to cooperate with government authorities and agencies while at the same time protecting the interests and rights of Envu. Whenever we provide authorities with company information or make public announcements, we do so completely, correctly and timely.

ASKING QUESTIONS AND RAISING CONCERNS

Envu provides information, resources and advice to prevent violations of the law or company policies. **In 2022, Envu established a global compliance hotline, which is administered by an independent external service provider. This provides a safe and secure means for employees, customers and others to confidentially (and anonymously where permitted by local law) report their compliance concerns. The hotline can be reached 24 hours a day, seven days a week via telephone, email and internet.**

- All employees are required to immediately report any violation of our compliance policies, including violations committed by external parties.
- All employees are expected to report any concerns in this respect.
- Likewise, any property offense (e.g., embezzlement, theft or fraud) involving company assets is to be reported without delay.

FOR ANY QUESTIONS OR CONCERNS

- Employees may speak to their manager or their manager's supervisor, or they may contact the Law and Compliance Department, Human Resources (for HR-related matters) or Internal Audit.
- Employees or any person outside the company may contact the Envu compliance hotline, which is a safe and secure way to confidentially report a compliance concern.

Envu will not retaliate and does not tolerate retaliation against any employee who in good faith raises a concern. In case of an alleged compliance incident, an independent investigation is carried out, led by the HR business partner or Head of Compliance, making sure to protect the whistleblower and prevent conflict of interest. These detailed processes are documented in an internal procedure (Management of Compliance incident). Alleged and confirmed compliance incidents are documented and reviewed quarterly by the Audit Committee as well as in monthly board meetings if/when they occur.



“Because trust is the foundation of all our internal and external relationships, we must ensure that we operate at the highest possible level of integrity at all times. This is why we expect and encourage Envu employees to report any issues that do not align with our Compliance Management Policy.”

— Gilles Galliou, CEO



Sustainable procurement

As a global business, Envu procures goods from a total of 1,500 suppliers all over the world, and we recognize our ability to affect change as a large corporation. We integrate sustainability into procurement strategies to foster an environmental and society-focused approach.

Before 2022, our historical suppliers were screened and monitored according to the high standards of our former parent company. We expect our suppliers and subcontractors to share our commitment to operating in a responsible and ethical manner, consistent with the principles set forth in this policy and in our [Supplier Code of Conduct](#). This code of conduct enforces the core principles of ESG policies in areas such as business ethics (fair competition, anti-corruption, anti-bribery, international trade compliance, business integrity, conflict of interest, data privacy and data protection, book records, and anti-fraud); labor management (forced labor, human trafficking and child labor, working time wages and benefits, freedom of association, DI&E, fair treatment, and health and safety); and environment (environmental responsibility, environmental authorizations, waste and emissions, spills and releases, natural resources conservation, climate protection, and biodiversity preservation).

We also expect suppliers and subcontractors to maintain these standards throughout our supply chain. Envu considers compliance with these standards an important factor when choosing new suppliers or continuing relationships with existing ones. Currently, we have a basic level of supplier checks for ESG requirements that focus heavily on unmonitored compliance to the Envu Supplier Code of Conduct.

On top of the Supplier Code of Conduct, as referenced in commercial contracts, we run checks on our supplier base using the supply chain platform e2open to ensure suppliers are not on any internationally recognized sanctions list.



CASE STUDY | SUSTAINABLE PROCUREMENT

Community upliftment in South Africa: when corporate goodies carry a greater value

During our sales kickoff in South Africa, as a token of our time together, we decided to give all our colleagues a tumbler that embodied our theme and venue. The South Africa team actively participated in the social element of ESG. They decided to go with special tumblers adorned with unique artwork hand-drawn by a local artist who shares a deep connection with nature. These tumblers were sourced from a South African supplier who places a strong emphasis on community upliftment. This vendor operates a nonprofit organization dedicated to providing employment opportunities for previously unemployed individuals, thus helping address the high unemployment rate in South Africa. Additionally, this vendor offers life-skills training to individuals across the country. Envu was met with enthusiasm and has been instrumental in uplifting its community and supporting its people. Our decision to collaborate with them not only brought joy to their team but also provided us with a platform to shed light on our impactful work and who is Envu.



Key strategies

As part of a program of enhancements to supplier onboarding and management, Envu is in the process of launching the following tools and processes during 2024 and 2025.

ECOVADIS IQ PLUS

Because we operate worldwide and have high standards on modern slavery and human rights, we have decided to enhance our control program. Beginning in Q4 2024, Envu will be requiring its high-risk suppliers to be audited by EcoVadis and to meet a minimum standard. Should any supplier fail to meet the required rating or not provide alternative evidence to demonstrate they meet the ethical standards set by Envu, mitigation measures will be set up. Across our base of 1,500 suppliers, 37 have been identified as high risk based on their activity and country of operation and will therefore be subject to this deeper assessment process.

SANCTIONS LIST

All current suppliers who supply directly to Envu will be screened by e2open to check if they are on any internationally recognized sanctions list at the point of onboarding and throughout the supplier life cycle with us.

REPUTATIONAL RISK

High-risk suppliers (as determined by country of origin and spend) will also be screened using the Refinitiv reporting tool to enable Envu to evaluate potential reputational risks in the public domain.

FINANCIAL HEALTH

ESG risks are likely to be higher in organizations that have poor financial health. Beginning in Q3 2024, all new suppliers and Q4 legacy suppliers will be screened by Ellisphere to ensure that Envu has clear visibility into the financial health of each of our suppliers.

SUPPLIER CODE OF CONDUCT

Beginning in Q3 2024, all new suppliers will be required to formally accept compliance with the Envu Supplier Code of Conduct during the supplier setup process.

SUPPLIER SELECTION

Beginning in Q4 2024, all major supplier tenders will contain ESG selection criteria. Our new tools and methods will support more efficient tracking of supplier base progress along our sustainable procurement targets.

OUR 2024 TARGETS

More than 90% of key suppliers have formally confirmed acceptance of the [Envu Supplier Code of Conduct](#).

More than 90% of key existing suppliers are entered into the new Envu supplier ESG screening process.

“At Envu, we are building a resilient and sustainable supply chain because our purpose to build healthier environments requires both.

Our supply chain is resilient thanks to a diversified supplier and manufacturing base, and it is supported by strong supplier collaboration and robust planning and risk management processes. We build sustainability into our supply chain by partnering with like-minded industrial partners and including them on our ESG journey by integrating environmental, social and economic factors into our purchasing process to promote responsible sourcing, ethical practices and long-term value creation.

Through our sustainable procurement practices, we work with our suppliers to reduce carbon emissions, waste and water usage; ensure ethical labor practices and compliance; and create long-term business value. We believe that by focusing on both resilience and sustainability, Envu is building a supply chain that is adapted to the future, will withstand disruptions, and will have the flexibility to fulfill our mission in an ever-changing landscape while promoting our ESG agenda.”

— Ronan Stephen, Head of Operations



Waste and resource management

WASTE MANAGEMENT

Because our chemical products are mostly sold in plastic bottles, it is not possible, by law, to repurpose packaging for further use. We ensure and encourage proper disposal of waste in agreement with applicable environmental laws along our value chain.

A LIGHTER PACKAGE THAT SUPPORTS OUR GOALS

Plastic waste is an important material topic for us. When we launched our innovative rodenticide Harmonix® Rodent Paste, we wanted to explore a new packaging concept that would be more practical for our pest control operator users and use less plastic. Compared to the standard industry plastic bucket, Flex-bag packaging is 80% lighter in plastic, which translates to a GHG reduction during transport.

WATER MANAGEMENT

Envu facilities are largely composed of offices where water comes from public water facilities and is disposed of via public water disposal. Envu does not have manufacturing facilities. At our four R&D sites, we dispose of water in agreement with our waste management policy and applicable environmental laws, preventing potential negative runoff impact. R&D centers are equipped with location-specific waste management procedures explaining how to manage liquid waste properly, ensuring that hazardous liquid waste is stored and disposed of properly and not released in wastewater being routed to public water disposal facilities. Our Monheim, Germany, site is equipped with wastewater disposal. At our Paulinia, Clayton and Morrisville sites, wastewater is stored on-site and picked up by an approved third-party provider for disposal. We monitor wastewater quantities at our R&D center in Clayton and are exploring how to enable monitoring at other sites moving forward.



Flex-bag, a new rodenticide packaging, contains **80% less plastic** than traditional rodenticide tubs.

CASE STUDY | WASTE AND RESOURCE CIRCULARITY

Reducing the environmental footprint of our Lyon office via circular economy

When we moved to our new office location in Lyon, we wanted to make a meaningful contribution to a more sustainable economy. In partnership with our supplier, Haworth, we wanted to choose office furniture that aligned with our corporate social responsibility standards. We decided to furnish the site entirely with secondhand chairs refurbished by Label Emmaüs. Label Emmaüs helps unemployed people stabilize their lives by providing comprehensive training in essential skills so they can find a job once they complete the yearlong program. By giving furniture a second life, we extend its useful life span, thereby reducing the need to produce new items and contributing to the conservation of natural resources. This experience was a success and resulted in a great satisfaction score among our Envu Lyon employees.

Key strategies

- Proper disposal of waste is a standard clause on the contract Envu signs with toller and warehousing partners.
- Each of our R&D centers is equipped with proper waste disposal systems, which mitigates our impact on the environment. Each facility has a detailed procedure explaining how to properly dispose of both liquid and solid waste, including specific instructions for hazardous and nonhazardous waste.
- We are making continuous progress in tracking and reducing waste from operations.

Stakeholder engagement, public engagement and community impact

Envu is an active member of over 100 trade associations in 36 countries. Some of these are trade associations of the industries we are part of, and others are coalitions we formed to help support the transition of the value chain we are part of. As the global leader in our category and as a thought leader, we also publicly advocate for value chain transition. We support several topics:

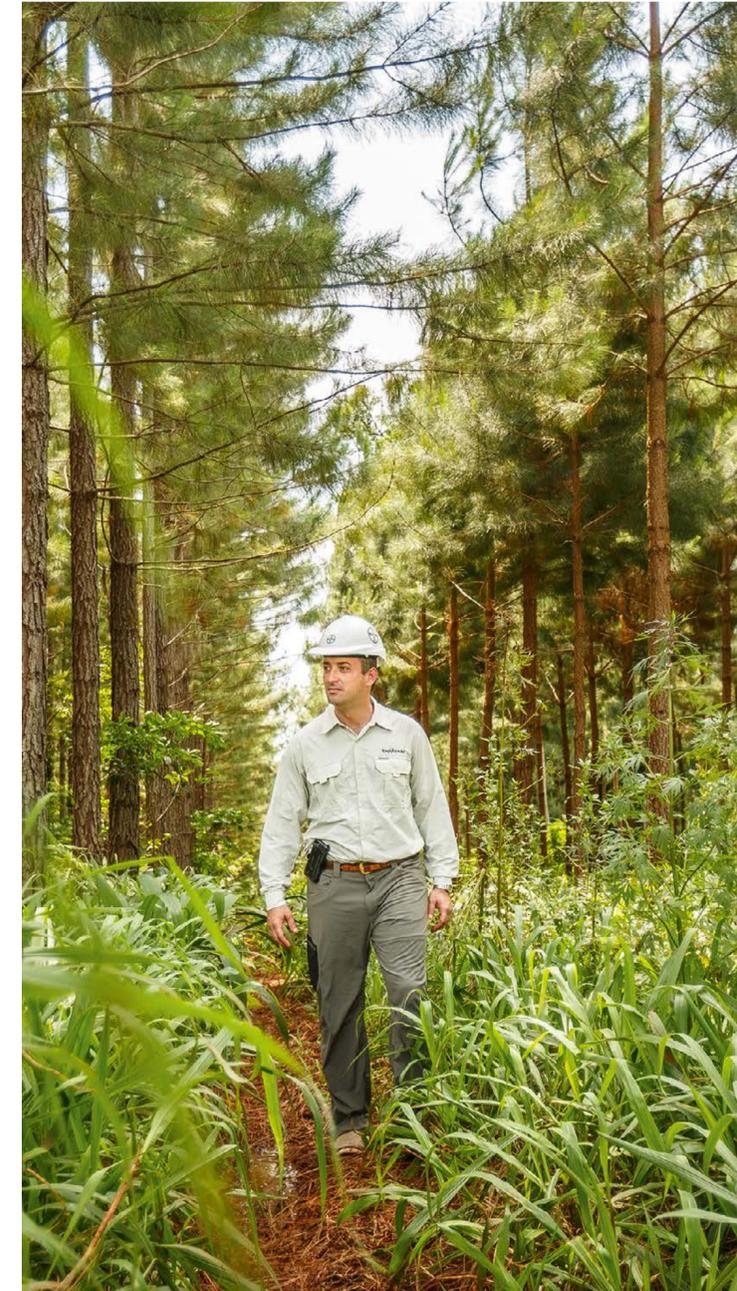
- Maintaining safe use of our products in the markets to support our customers in their daily challenges.
- Supporting the transition to greener solutions and sustainable innovation, which is not always easy to register given the very high requirements of some authorities.
- Advocating for safe use of our products and overall product stewardship to preserve the health and safety of our customers.

- Advocating for and partnering with our value chain partners to address some of the toughest value chain challenges such as the fight against malaria, native forest restoration and biodiversity restoration.
- Contributing to scientific research associations to advance common knowledge on how to address challenges within our industry.

Envu is an active member of over 100 trade associations in 36 countries.

Compliance is at the core of every interaction and is guided by our compliance handbook and associated policies and procedures. This ensures that we uphold ethics in our stakeholder relationships in terms of fair competition, with zero tolerance for conflict of interest, bribery, corruption or untrustful practices. To further cement our commitment to ethics and transparency, we are a member of the transparency register led by the European Union, which also increases the visibility of our engagement with public authorities.

SOME OF OUR CORE INDUSTRY ENGAGEMENT



CASE STUDY | STAKEHOLDER ENGAGEMENT

Envu participates in Latin American Forestry Congress

The Latin American Forestry Congress is a key event for forestry managers in Latin America. The event brings together representatives from public and private sectors alike, sparking collaboration between private companies, NGOs, universities and research institutes.

The congress addresses pivotal forestry topics including biodiversity, climate change and commercial governance. By sponsoring the event, the Envu Argentina team had the opportunity to highlight our innovative products to forestry managers in Latin America and the Caribbean, which are home to 22% of the world's forests.

Our participation in this event demonstrates our commitment to leading forestry development across Latin America and around the world.

CASE STUDY | STAKEHOLDER ENGAGEMENT

Envu strategic commitment to biodiversity protection and restoration

Envu Senior Science Fellow Harry Quicke participated in the World Biodiversity Summit hosted by the [World Climate Foundation](#) during Climate Week in New York City. As the leading impact platform for global biodiversity action, the summit hosted an exclusive gathering of over 400 in-person attendees and more than 2,000 participants engaging digitally from around the globe. Mr. Quicke took part in a panel presentation titled "Reimagining Forests: The Role of Regenerative Forestry in Biodiversity Restoration," which was moderated by Fauna & Flora CEO Kristian Teleki. Other panelists included Dr. Susan Gardner, Director of United Nations Environment Programme, and Jennifer Corpuz, Global Policy and Advocacy Lead with Nia Tero.

The presentation highlighted the role Envu is taking in biodiversity restoration by being a leading provider of vegetation and pest solutions for managed landscapes such as urban green spaces, tree plantations, roadsides and railroads. A strategic decision was made to expand our portfolio to include restoration and protection

of natural areas including grasslands and forests. In forestry, we could use our knowledge of tree plantation management to solve problems in native forest restoration. We realized that doing natural area restoration at scale requires efficiency and that we could bring solutions to reduce costs and increase the chance of success. In Brazil, for example, we are focused on natural forest restoration, which supports the Brazilian government's commitment to restore 12 million hectares of native forest by 2030.

We are the first company to register an herbicide specifically for native forest restoration that efficiently controls invasive weeds to improve survival rates of planted trees, faster establishment, and protection from wildfire and livestock grazing impacts. These efficiency gains make it possible to restore native forests at scale. Finally, our experience as a solution provider for managed landscapes gives us the opportunity to educate land managers on the proper stewardship of our products while we convey the value of our products in biodiversity restoration.

CASE STUDY | STAKEHOLDER ENGAGEMENT

Envu invites industry partnership and encourages a customer-centric culture

While Envu is an environmental science leader, we need the partnership and support of our industry colleagues and customers to succeed in order to be a force with nature so we can foster collaboration to celebrate environmental successes and discuss and plan to mitigate challenges.

Last year, we invited more than 60 guests – customers, partners, media and community members – to visit our new offices in Lyon, France, and see firsthand our commitment to innovation and science. Our CEO, Gilles Galliou, and our Head of EMEA, APAC and Specialty Actives, Eric Ruggirello, along with Cinven partner Pontus Pettersson, served as keynote speakers at this engaging and important event – the first of many we hope to host to foster important discussions and build community, partnership and purpose.



Building entomological experimental huts in Ivory Coast

The fight against malaria is a collective one, and winning it requires expertise and training facilities as well as the development of skills along the value chain. To help in this effort, we supported an Ivory Coast community in building local capacities.

WHAT ARE EXPERIMENTAL HUTS?

These stations are built to help assess product efficacy against mosquitoes by mimicking real living conditions. They are a key asset for a country because they facilitate the evaluation of products to help in the fight against malaria and arboviruses.

Construction of the experimental huts in Agboville and surrounding towns began in February 2023 and was completed in November 2023. In December 2023, we handed over the keys to the experimental huts to the Ivory Coast Ministry of Health, Public Hygiene and Universal Health Coverage. This activity represented a milestone in building local capacity in the fight against deadly diseases.

Our commitment to our communities

At Envu, we care about the communities we serve. On top of ensuring stakeholder engagement and upholding stewardship principles throughout our products' life cycles, we also provide pro bono engagement.

ENVU COMMUNITY SERVICE DAY

As part of our efforts to create greater values for the communities around us, we also proudly offer community service day, which allows our 910 employees to contribute to a charity cause close to our office locations.

We believe in the power of giving back to the communities we serve. On June 29, 2023, we held an Envu community service day where employees from different countries and regions made a positive impact. From France to Thailand, Germany to Brazil, our teams dedicated their time and effort to support local causes, nurture the environment and uplift the lives of those in need.

Through this community service day, our employees demonstrated their commitment to making a positive impact worldwide. From community outreach to environmental conservation, each initiative showcased the values of compassion, collaboration and social responsibility. We are incredibly proud of our colleagues' efforts and look forward to continuing our journey of giving back to society. Together, we can make a difference in the lives of others and contribute to a brighter future.

Over 80% of our employees participated in activities such as:



Helping to restore the environment by collecting plastic, cleaning rivers, monitoring wildlife or building fire barriers.



Providing pest management support after an earthquake in Turkey and in social housing services and community facilities.



Educating children on environmental protection, native forest restoration, and protection against vector-borne and associated diseases with a focus on proper hygiene.



Enhancing green spaces in cities by providing weeding services and planting trees, plants or turf in new areas.



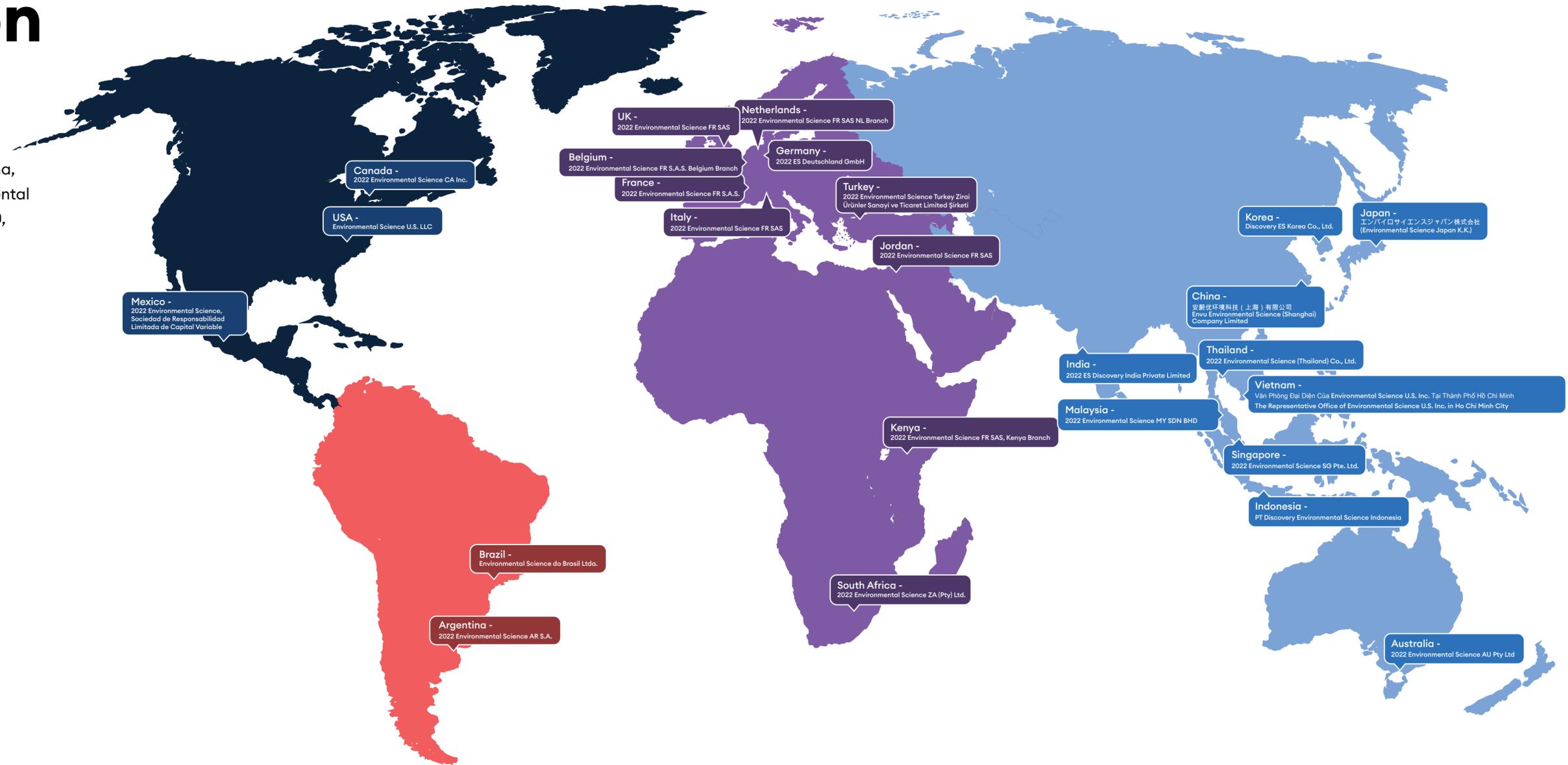
Ensuring food access for all, especially to those in need.



Organization details

Envu headquarters is located in Cary, North Carolina, and our legal entity name and address is Environmental Science U.S. LLC, 5000 CentreGreen Way, Suite 400, Cary, NC 27513.

Envu products support customers in 100 countries across the globe through a large network of distribution partners, and we operate worldwide with a workforce spanning 42 different countries and legal representation in over 25 countries.



Envu legal entities

NAM

Country	Legal Entity and Legal Form	City/Registered Seat	Tax ID for Sales Invoices	Tax Registration (Tax ID)	Registration Number
USA	Environmental Science U.S. LLC	5000 CentreGreen Way, Suite 400, Cary, NC 27513	68-0348328, France VAT 59 918 616 335 German VAT DE354515005	68-0348328	
Canada	2022 Environmental Science CA Inc.	77 King Street West, Suite 400, Toronto, Ontario, Postal Code: M5K 0A1	GST/HST - 754312601 RT0001, QST - 1229437654 TQ 0001	Tax ID: 754312601, Corporate Income Tax - 754312601 RC0001, GST/HST - 754312601 RT0001, Import/Export - 754312601 RM0001, QST - 1229437654 TQ 0001	1367962 - 4 Corporation Number

LATAM

Country	Legal Entity and Legal Form	City/Registered Seat	Tax ID for Sales Invoices	Tax Registration (Tax ID)	Registration Number
Brazil	Headquarters Name: Environmental Science do Brasil Ltda.	São Paulo, at Rua Domingos Jorge, 1000, Building 503, Ground Floor, Socorro, Zip Code 04.779-900	CNPJ: 45.698.161/0001-39		
Mexico	2022 Environmental Science, Sociedad de Responsabilidad Limitada de Capital Variable	Miguel de Cervantes Saavedra 259, Colonia Granada, Miguel Hidalgo, Ciudad de Mexico, 11520	DMV210819NP6	DMV210819NP6	N - 2021067399 Registro Público de Comercio del Estado de CDMX
Argentina	2022 Environmental Science AR S.A.	205 Juana Manso, 7th Floor - C1107CBE, Buenos Aires, Argentina	30-71761436-0	30-71761436-0	Number 9948, Book 108 for Corporations

EMEA

Country	Legal Entity and Legal Form	City/Registered Seat	Tax ID for Sales Invoices	Tax Registration (Tax ID)	Registration Number
France	2022 Environmental Science FR S.A.S.	1 Place Giovanni Da Verrazzano 69009 Lyon	FR25909336851	SIRET 90933685100029 VAT: FR 25909336851	909 336 851 R.C.S. Lyon
Germany	2022 ES Deutschland GmbH	Alfred-Nobel Straße 50, 40789 Monheim am Rhein	DE352778773	TAX ID: 135/5722/1454 VAT: DE352778773	HRB 97008
Turkey	2022 Environmental Science Turkey Ziraat Ürünleri Sanayi ve Ticaret Limited Şirketi	Küçükbakkalköy Mah. Kayışdağı CD. NO: İç Kapı NO: 29 Ataşehir/Istanbul	0012268886	0012268886	369036 - 5
South Africa	2022 Environmental Science ZA (Pty) Ltd.	27 Wrench Road, Isando, Johannesburg, Gauteng, 1601, ZA PO Box 143, Isando, 1600	4330305279	Income Tax Registration Number Is: 9035220293 VAT ID: 4330305279	2022 / 228577 / 07
Italy	Branch Name: 2022 Environmental Science FR SAS	Via G. Washington 70 CAP, 20146 Milano (MI)	IT12410110964	12410110964	Registered in Lyon, France 909336851
UK	Branch Name: 2022 Environmental Science FR SAS	Address: 230 Cambridge Science Park Milton Road, Cambridge, Milton CB4 0WB	GB415712907	GB415712907; UTR 73161 00814	909336851, UK Establishment Number - BR024540
Kenya	Branch Name: 2022 Environmental Science FR SAS, Kenya Branch	Nairobi Address: 1st Floor Daykio Plaza, Room 1.1 Ngong Lane Off Ngong Road (Behind Faulu Kenya) PO Box 993 G.P.O Nairobi Nairobi, Kenya	P052107113J	P052107113J	FC - JXTMJ3
Jordan	Rep Office Name: 2022 Environmental Science FR SAS	Address: Unit # 310, 3rd Floor Anshassi Building # 28 Sateh Al Hosray Street, Shmesani, Amman Jordan	N/A	40168425	3198 (Establishment National Number: 200187438)
Belgium	PE Name: 2022 Environmental Science FR S.A.S. Belgium Branch	Jan Mommaertsiaan 14, B-1831 Machelen (Diegem), Belgium	BE0788.970.482	BE0788.970.482	N/A
Netherlands	Branch Name: 2022 Environmental Science FR SAS NL Branch	Address: Hoogoorddreef 15, 1101BA Amsterdam	NL 864015550B01	RSIN: 864 015 550 VAT: NL864015550B01	CCI Number 86588885 Registered in Lyon, France Under 909336851

APAC

Country	Legal Entity and Legal Form	City/Registered Seat	Tax ID for Sales Invoices	Tax Registration (Tax ID)	Registration Number
Singapore	2022 Environmental Science SG Pte. Ltd.	10 Collyer Quay, 10-01 Ocean Financial Centre, Singapore 049315	Unique Entity Number(UEN) / GST Number: 202140263D	Unique Entity Number(UEN) / GST Number: 202140263D	202140263D (UEN)
Japan	エンバイロサイエンスジャパン株式会社 (Environmental Science Japan K.K.)	1-6-5 Marunouchi, Chiyoda, Tokyo 100-0004, Japan 東京都千代田区丸の内一丁目6番5号	(JCT: T4010001224634, Required as of Oct. 2023)	General Tax ID: 00076751 (JCT: T4010001224634; Required as of Oct. 2023)	0100 01 224634
India	2022 ES Discovery India Private Limited	WeWork Zenia Building Hiranandani Circle, Hiranandani Business Park, Thane, Maharashtra 400607 (GST ID - 27AABCZ9338E1Z1)	GST (Maharashtra/Mumbai): 27AABCZ9338E1Z1 GST (Karnataka/Bangalore): 29AABCZ9338E1ZX GST (Uttar Pradesh) 09AABCZ9338E1ZZ	PAN (TAX ID): AABCZ9338E TAN (WHT): PNEE07732E	U24211MH2022PTC379709
China	安蔚优环境科技(上海)有限公司 Envu Environmental Science (Shanghai) Company Limited	Room 04-115, 4th Floor, Building 1, No. 363, Changping Road, Jing'an District, Shanghai, China 200040	91310106MA7H0ACGXQ	Tax ID 91310106MA7H0ACGXQ	91310106MA7H0ACGXQ
Australia	2022 Environmental Science AU Pty Ltd	Suite 2.06, Level 2, 737 Burwood Road, Hawthorn East, Vic. 3123.	Australian Business Number (ABN): 49 656 513 923	Australian Business Number (ABN): 49 656 513 923 Tax File Number (TFN): 442 127 374	Australian Company Number: 656 513 923
Indonesia	PT Discovery Environmental Science Indonesia	Noble House 30th Floor, Jalan Dr. Ide Anak Agung Gde Agung Kav, E No. 4.2, RW 2., Kuningan, Kuningang Timur, Setiabudi, Jakarta Selatan, DKI Jakarta 12950	NPWP: 63.754.387.7-063.000	NPWP: 63.754.387.7-063.000 NIB: 2705220020895 PPKP: S-254PKP/WPJ.04/KP.1203/2022	2705220020895
Thailand	2022 Environmental Science (Thailand) Co., Ltd.	No. 11/1 AIA Sathorn Tower, 10th Floor, Room No. S10026, South Sathorn Road, Yannawa Sub-District, Sathorn District, Bangkok Metropolis 10120, Bangrak District, Bangkok	TIN: 0105565002868	TIN 0105565002868	0105565002868
Korea	Discovery ES Korea Co., Ltd.	6F, 83, Uisadang-daero, Yeongdeungpo-gu, Seoul, 07325, South Korea	Business Registration Number: 382-87-02255	Corporation Registration Number: 110111-8203244 Business Registration Number: 382-87-02255	110111-8203244
Malaysia	2022 Environmental Science MY SDN BHD	Registered Address: Suite 1511, Level 15, Boutique Office 1 (B-01-D), Menara 2, KL Eco City, Pantai Baru, No. 3 Jalan Bangsar, 59200 Kuala Lumpur, Malaysia	N/A Because No Sales Invoices Will Be Issued Based on Current MVF Setup	Tax Reference Number: C 29736712-09 - No Document Available for Validation SST ID: B16-2203-22100021	202201006879 (1452576-X)
Vietnam	Rep Office Name: Văn Phòng Đại Diện Của Environmental Science U.S. Inc. Tại Thành Phố Hồ Chí Minh Transaction Name in English: The Representative Office of Environmental Science U.S. Inc. in Ho Chi Minh City	Floor 4, WeWork LIM Tower 3, 29A Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam	N/A Because No Sales Invoices Will Be Issued Based on Current MVF Setup	Tax Identification Number 0317372624	79 - 05861 - 01

Section 5

ESG indices



GRI Index

GRI Standard	Disclosure Number	Disclosure Name	Sustainability and ESG Report Section	Reference Page	Reason	Explanation
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organization details	Section 04: Our Sustainability and ESG Focus	Page 87 - 90		
	2-2	Entities included in the organization's sustainability reporting	Section 04: Our Sustainability and ESG Focus	Page 88 - 90		
	2-3	Reporting period, frequency and contact point	Section 01: Introduction	Page 4		
	2-4	Restatements of information	N/A	N/A	Not applicable	No restatements of information as 2023 is the first ESG reporting year for Envu
	2-5	External assurance	Section 01: Introduction	Page 4		
	2-6	Activities, value chain and other business relationships	Section 03: Our Business	Page 16 - 21		
	2-7	Employees	Section 04: Our Sustainability and ESG Focus	Page 58 - 59		
	2-8	Workers who are not employees	Section 04: Our Sustainability and ESG Focus	Page 59		
	2-9	Governance structure and composition	Section 04: Our Sustainability and ESG Focus	Page 70 - 75		
	2-10	Nomination and selection of the highest governance body	Section 04: Our Sustainability and ESG Focus	Page 70 - 71		
	2-11	Chair of the highest governance body	Section 04: Our Sustainability and ESG Focus	Page 70 - 75		
	2-12	Role of the highest governance body in overseeing the management of impacts	Section 04: Our Sustainability and ESG Focus	Page 70 - 75		
	2-13	Delegation of responsibility for managing impacts	Section 04: Our Sustainability and ESG Focus	Page 70 - 76		
	2-14	Role of the highest governance body in sustainability reporting	Section 04: Our Sustainability and ESG Focus	Page 73		
	2-15	Conflicts of interest	Section 04: Our Sustainability and ESG Focus	Page 77; 79		
	2-16	Communication of critical concerns	Section 04: Our Sustainability and ESG Focus	Page 74; 79		
	2-17	Collective knowledge of the highest governance body	Section 04: Our Sustainability and ESG Focus	Page 73		
	2-18	Evaluation of the performance of the highest governance body	N/A	N/A	Information unavailable/incomplete	Confidentiality constraints
	2-19	Remuneration policies	Section 04: Our Sustainability and ESG Focus	Page 64		
	2-20	Process to determine remuneration	Section 04: Our Sustainability and ESG Focus	Page 64		
	2-21	Annual total compensation ratio	N/A	N/A	Information unavailable/incomplete	Confidentiality constraints
	2-22	Statement on sustainable development strategy	Section 01: Introduction	Page 5		
	2-23	Policy commitments	Section 04: Our Sustainability and ESG Focus	Page 63; 76		
	2-24	Embedding policy commitments	Section 04: Our Sustainability and ESG Focus	Page 70 - 77		
	2-25	Processes to remediate negative impacts	Section 04: Our Sustainability and ESG Focus	Page 74		
	2-26	Mechanisms for seeking advice and raising concerns	Section 04: Our Sustainability and ESG Focus	Page 79		
	2-27	Compliance with laws and regulations	Section 04: Our Sustainability and ESG Focus	Page 69; 77		
	2-28	Membership associations	Section 04: Our Sustainability and ESG Focus	Page 83		
	2-29	Approach to stakeholder engagement	Section 04: Our Sustainability and ESG Focus	Page 33; 83 - 85		
	2-30	Collective bargaining agreements	Section 04: Our Sustainability and ESG Focus	Page 63		
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	Section 04: Our Sustainability and ESG Focus	Page 28 - 35		
	3-2	List of material topics	Section 04: Our Sustainability and ESG Focus	Page 30 - 32		
	3-3	Management of material topics	Section 03: Our Business Section 04: Our Sustainability and ESG Focus	Page 23 - 24; 30 - 32		
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	Section 03: Our Business	Page 25		
	201-2	Financial implications and other risks and opportunities due to climate change	Section 04: Our Sustainability and ESG Focus	Page 29 - 34		
	201-3	Defined benefit plan obligations and other retirement plans	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	201-4	Financial assistance received from the government	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available

GRI Standard	Disclosure Number	Disclosure Name	Sustainability and ESG Report Section	Reference Page	Reason	Explanation
GRI 202: MARKET PRESENCE 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	N/A	N/A	Not applicable	Envu does not employ minimum-wage-regulated employees
	202-2	Proportion of senior management hired from the local community	N/A	N/A	Not applicable	As of now, we do not measure local community hiring
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	Section 04: Our Sustainability and ESG Focus	Page 85		
	203-2	Significant indirect economic impacts	N/A	N/A	Not applicable	As of now, we do not measure significant indirect economic impact
GRI 204: PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 205: ANTI-CORRUPTION 2016	205-1	Operations assessed for risks related to corruption	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	205-2	Communication and training about anti-corruption policies and procedures	Section 04: Our Sustainability and ESG Focus	Page 69; 77 - 78		
	205-3	Confirmed incidents of corruption and actions taken	Section 04: Our Sustainability and ESG Focus	Page 69		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	Section 04: Our Sustainability and ESG Focus	Page 77		
GRI 207: TAX 2019	207-1	Approach to taxes	Section 04: Our Sustainability and ESG Focus	Page 78		
	207-2	Tax governance, control and risk management	Section 04: Our Sustainability and ESG Focus	Page 78		
	207-3	Stakeholder engagement and management of concerns related to taxes	N/A	N/A	Not applicable	Confidentiality constraints
	207-4	Country-by-country reporting	N/A	N/A	Information unavailable/incomplete	Confidentiality constraints
GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	301-2	Recycled input materials used	N/A	N/A	Not applicable	Envu does not operate any manufacturing sites
	301-3	Reclaimed products and their packaging materials	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	Section 04: Our Sustainability and ESG Focus	Page 54		
	302-2	Energy consumption outside of the organization	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	302-3	Energy intensity	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	302-4	Reduction of energy consumption	N/A	N/A	Not applicable	No disclosure as 2023 is the first ESG reporting year for Envu
	302-5	Reductions in energy requirements of products and services	N/A	N/A	Not applicable	No disclosure as 2023 is the first ESG reporting year for Envu
GRI 303: WATER EFFLUENTS 2018	303-1	Interactions with water as a shared resource	Section 04: Our Sustainability and ESG Focus	Page 30; 82		
	303-2	Management of water discharge-related impacts	Section 04: Our Sustainability and ESG Focus	Page 82		
	303-3	Water withdrawal	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	303-4	Water discharge	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	303-5	Water consumption	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 304: BIODIVERSITY 2016	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Section 04: Our Sustainability and ESG Focus	Page 42		
	304-2	Significant impacts of activities, products and services on biodiversity	Section 04: Our Sustainability and ESG Focus	Page 42		
	304-3	Habitats protected or restored	Section 04: Our Sustainability and ESG Focus	Page 38; 40 - 42		Our activities with RangeView™ positively contribute to restore habitats, and this year, we would like to highlight biodiversity restoration on/near our sites
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Section 04: Our Sustainability and ESG Focus	Page 42		

GRI Standard	Disclosure Number	Disclosure Name	Sustainability and ESG Report Section	Reference Page	Reason	Explanation
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	Section 04: Our Sustainability and ESG Focus	Page 53		
	305-2	Energy indirect (Scope 2) GHG emissions	Section 04: Our Sustainability and ESG Focus	Page 53		
	305-3	Other indirect (Scope 3) GHG emissions	Section 04: Our Sustainability and ESG Focus	Page 53		
	305-4	GHG emissions intensity	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	305-5	Reduction of GHG emissions	N/A	N/A	Not applicable	No disclosure as 2023 is the first ESG reporting year for Envu
	305-6	Emissions of ozone-depleting substances (ODS)	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	N/A	N/A	Not applicable	Envu does not operate any manufacturing sites; our innovation activities and business activities are not significant emitters of Nox, SQOx and other significant air emissions
GRI 306: EFFLUENTS AND WASTE 2016	306-3	Significant spills	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	306-2	Management of significant waste-related impacts	Section 04: Our Sustainability and ESG Focus	Page 82		
	306-3	Waste generated	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	306-4	Waste diverted from disposal	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	306-5	Waste directed to disposal	N/A	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	Section 04: Our Sustainability and ESG Focus	Page 81	Information unavailable/incomplete	Envu is currently reinforcing the measurement of its supplier vetting process
	308-2	Negative environmental impacts in the supply chain and actions taken	Section 04: Our Sustainability and ESG Focus	Page 80 - 82		
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	Section 04: Our Sustainability and ESG Focus	Page 62		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section 04: Our Sustainability and ESG Focus	Page 64		
	401-3	Parental leave	N/A	N/A		Total number of employees entitled to parental leave across Envu: 100% Total number of employees who took parental leave: 12 during 2023 Total number of employees who returned to work after parental leave: 100% Total number of employees who returned to work after parental leave ended and were still employed after 12 months: 10 Return to work and retention rates of employees who took parental leave, by gender: Out of 12, 10 remain as employees; retention rate: 83% (male 50%, female 10%)
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1	Minimum notice periods regarding operational changes	Section 04: Our Sustainability and ESG Focus	Page 63		

GRI Standard	Disclosure Number	Disclosure Name	Sustainability and ESG Report Section	Reference Page	Reason	Explanation
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	Section 04: Our Sustainability and ESG Focus	Page 65 - 67		
	403-2	Hazard identification, risk assessment and incident investigation	Section 04: Our Sustainability and ESG Focus	Page 65 - 67; 79		
	403-3	Occupational health services	Section 04: Our Sustainability and ESG Focus	Page 66		
	403-4	Worker participation, consultation, and communication on occupational health and safety	Section 04: Our Sustainability and ESG Focus	Page 66		
	403-5	Worker training on occupational health and safety	Section 04: Our Sustainability and ESG Focus	Page 66		
	403-6	Promotion of worker health	Section 04: Our Sustainability and ESG Focus	Page 66		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section 04: Our Sustainability and ESG Focus	Page 50 - 51		
	403-8	Workers covered by an occupational health and safety management system	Section 04: Our Sustainability and ESG Focus	Page 65		All our employees and contractors working for us are covered by our occupational health and safety program
	403-9	Work-related injuries	Section 04: Our Sustainability and ESG Focus	Page 67		
	403-10	Work-related ill health	Section 04: Our Sustainability and ESG Focus	Page 68		
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Section 04: Our Sustainability and ESG Focus	Page 61		
	404-2	Programs for upgrading employee skills and transition assistance programs	Section 04: Our Sustainability and ESG Focus	Page 61 - 62		
	404-3	Percentage of employees receiving regular performance and career development reviews	Section 04: Our Sustainability and ESG Focus	Page 62		
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	Section 04: Our Sustainability and ESG Focus	Page 58 - 59		
	405-2	Ratio of basic salary and remuneration of women to men	Section 04: Our Sustainability and ESG Focus	Page 64		
GRI 406: NONDISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	Section 04: Our Sustainability and ESG Focus	Page 62		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Section 04: Our Sustainability and ESG Focus	Page 81		
GRI 408: CHILD LABOR 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Section 04: Our Sustainability and ESG Focus	Page 81		
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Section 04: Our Sustainability and ESG Focus	Page 81		
GRI 410: SECURITY PRACTICES 2016	410-1	Security personnel trained in human rights policies or procedures	N/A	N/A	Not applicable	Envu does not employ its own security personnel
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments and development programs	N/A	N/A	Information unavailable/incomplete	Envu does not have any operations involving local communities engagement
	413-2	Operations with significant actual and potential negative impacts on local communities	N/A	N/A	Information unavailable/incomplete	Envu does not have any operations involving local communities engagement
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	Section 04: Our Sustainability and ESG Focus	Page 81	Information unavailable/incomplete	Envu is currently in the process of reinforcing its supplier vetting program
	414-2	Negative social impacts in the supply chain and actions taken	Section 04: Our Sustainability and ESG Focus	Page 81		
GRI 415: PUBLIC POLICY 2016	415-1	Political contributions	Section 04: Our Sustainability and ESG Focus	Page 78		
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assessment of the health and safety impacts of product and service categories	Section 04: Our Sustainability and ESG Focus	Page 50		
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Section 04: Our Sustainability and ESG Focus	Page 50		
GRI 417: MARKETING AND LABELING 2016	417-1	Requirements for product and service information and labeling	Section 04: Our Sustainability and ESG Focus	Page 50		
	417-2	Incidents of noncompliance concerning product and service information and labeling	Section 04: Our Sustainability and ESG Focus	Page 50		
	417-3	Incidents of noncompliance concerning marketing communications	Section 04: Our Sustainability and ESG Focus	Page 50		
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Section 04: Our Sustainability and ESG Focus	Page 77		

United Nations Sustainable Development Goals (UNSDGs) Index

 NATURE-POSITIVE INNOVATION	 HEALTHIER SPACES AND PEOPLE	 DECARBONIZING THE VALUE CHAIN	 SAFE AND INCLUSIVE WORKPLACE	 BUSINESS ETHICS AND GOVERNANCE
<p>MATERIAL ESG TOPICS</p>	<p>MATERIAL ESG TOPICS</p>	<p>MATERIAL ESG TOPICS</p>	<p>MATERIAL ESG TOPICS</p>	<p>MATERIAL ESG TOPICS</p>
<p>5. Biodiversity and Ecosystems</p>	<p>9. Community and Societal Impacts 11. Portfolio Stewardship</p>	<p>1. Climate Change Impacts: Own Operations 2. Climate Change Impacts: Value Chain</p>	<p>6. Human Capital Development 8. Human Rights and Labor Management</p>	<p>3. Water Resources 4. Waste and Resource Circularity 12. Sustainable Procurement Practices 13. Responsible Business and Governance Practices</p>
<p>RELATED UNSDGS</p>	<p>RELATED UNSDGS</p>	<p>RELATED UNSDGS</p>	<p>RELATED UNSDGS</p>	<p>RELATED UNSDGS</p>
	   		 