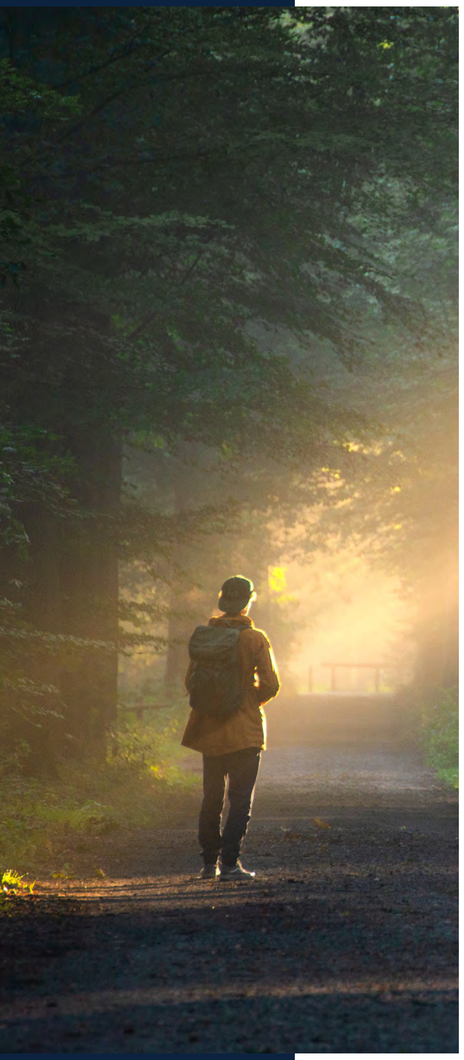
envu™

Sustainability Report 2024



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Section 1

Introduction

Scope and boundaries

This report outlines the sustainability performance of all Envu legal entities and branches as listed in pages 93-95 of this report, with CD Investment Limited Partnership as a parent holding company. Our headquarters, Environmental Science U.S. LLC, is located in Cary, North Carolina, U.S.

The report discloses overall sustainability performance results and achievements of the parent company and its subsidiaries (together referred to as Envu group). The reporting period for this Envu Sustainability Report is January 1, 2024, to December 31, 2024, in alignment with our fiscal year.

We report and update our sustainability performance annually in Q2 of the following year. In Q4 of 2024, Envu acquired Global Specialty Solutions activities from FMC and purchased In2Care. Given the only partial integration in the 2024 year, those two assets are not included in any calculations or disclosures in this report in alignment with our 2024 consolidated financial report.

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. ESG material topics addressed in this report have been determined based on double materiality assessment (DMA) performed during 2024 for Envu in reference to the ESRS and CSRD reporting standards.

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). Envu is a signatory member of United Nations Global Compact initiative and carries out annual Communication of Progress.

Restatements of information

Double Materiality:
In 2024, as part of our restatements policy, we carried out a reassessment on our DMA to align with the latest updates in ESRS and CSRD reporting standards. The updated list of our material IROs and material topics are listed in pages 112-114.

GHG emmissions:
The year 2023 was defined as a baseline year as it is the first year of Envu operations. During 2024, recalculations of the baseline GHG inventory were made to further improve data accuracy, and the restatements are illustrated in pages 118-120.

Should you have questions about this report, please contact:

- Nur Fatin Najwa Rosaidi, Sustainability Reporting Manager: nur.rosaidi@envu.com
- Marine Sanouiller, Chief Sustainability Officer: marine.sanouiller@envu.com

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 page 86) and/or board meetings.

[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

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.

I believe sustainability encompasses four aspects. First, companies must be responsible stewards of their products, minimizing potential risks while maximizing benefits. Being respectful of people throughout the value chain and preserving the environment are the next two. Last but not least, sustainability also requires strong operational excellence, which is essential to steer performance and be a trusted partner.

In 2024, we established a sustainable innovation governance to further align our portfolio decisions to our customers and value chain ambitions. We also enhanced our focus on stewardship, in partnership with our customers. The year 2024 was also one of strategic growth – through partnerships, in-licensing and M&A – all designed to deliver forward-looking solutions on a global scale.

Our customers consider employee commitment to be one of our greatest strengths at Envu. We have continued to nurture a culture of inclusion and belonging, ensuring that every employee feels safe, valued and empowered to reach their full potential. This commitment has been recognized with three Great Place To Work® Certifications and a strong inclusion score.

While we expand our resilient supply chain across the globe, an essential component of our future growth, we expand our sustainable procurement program, partnering with reliable and responsible partners to serve our customers of today and tomorrow.

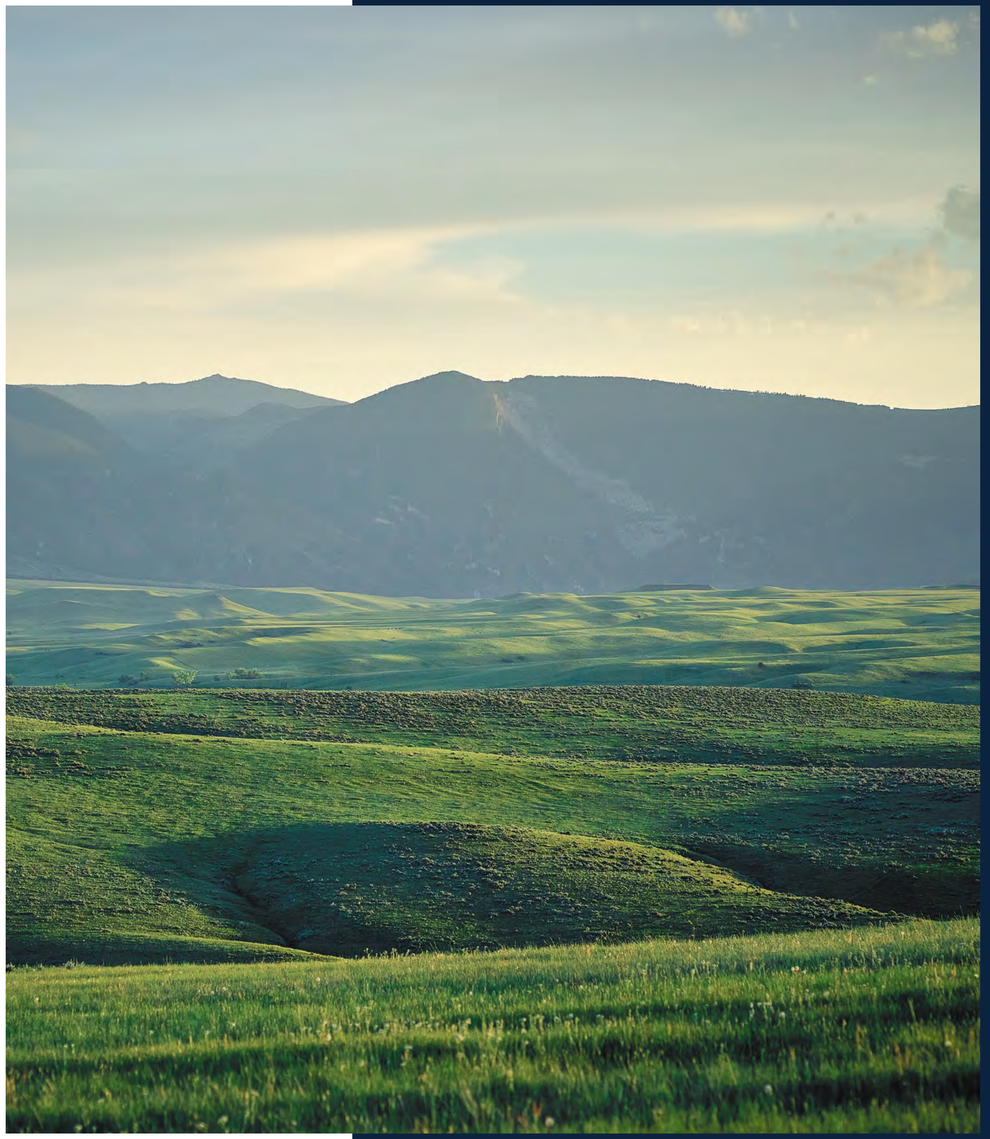
Acknowledging that a portion of our customers are looking for products with lower carbon footprints, we have built science-based decarbonization targets with a 2030 time horizon.

Lastly, inspired by our EcoVadis Gold medal, I have witnessed Envu strengthen its governance and processes to steer our strategy in the right direction. Reaching this level of maturity so quickly is a powerful testament to our dedication and commitment to being a trusted partner for our customers.

Envu has 962 employees around the world. 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. 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.

Gilles Galliou

Gilles Galliou
Chief Executive Officer



What sustainability means to our senior leadership

Bernard Jacqmin

SVP, Head of Innovation and Regulatory Affairs

"The Envu 360° innovation strategy 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, offering solutions that are both user-friendly and environmentally conscious.

To continue delivering innovative solutions, we actively collaborate with industry peers and academic institutions through strategic partnerships built on a shared vision. I, personally, look forward to our collaboration with BioConsortia to expand the range of biological solutions for pest management and plant protection, providing sustainable alternatives in the environmental science industry. Furthermore, we also recently established an exclusive partnership with Indiana University. This collaboration is positioned to develop new technologies and novel solutions to tackle the growing environmental and global health issues posed by vector-borne diseases."

Marine Sanouiller

Chief Sustainability Officer

"Envu is a truly distinctive company, both in its culture and the mission it pursues. We collaborate closely with our partners and stakeholders to pursue shared objectives outlined in our double materiality matrix, remaining steadfast in our commitment to driving sustainable impact. Throughout 2024, we've worked to strengthen the connection between our corporate strategy and sustainability goals. We rolled out key initiatives to integrate sustainability more deeply into our business, such as our Sustainable Procurement Program, decarbonization targets aligned with the Science Based Targets initiative (SBTi), and our Portfolio Sustainability Assessment. This year, we also advanced our support for priority UN Sustainable Development Goals (UNSDGs) aligned with our mission – efforts like preventing the spread of invasive species and protecting communities from malaria while continuing to address our broader environmental and social responsibilities. In this year's report, we're proud to celebrate milestones that reflect our collective progress, including receiving an EcoVadis Gold rating and being recognized as a Great Place To Work® – clear acknowledgments of our team's dedication to the sustainability journey."

Ronan Stephens

Head of Product Supply

"A large portion of the Envu carbon emission stems from its supply chain. That is why to effectively drive our decarbonization strategy and ensure meaningful impact in our actions, Envu works toward implementing substantive initiatives aimed at lowering our emissions and enhancing our supply chain resilience.

Emissions from the transportation and distribution of our products to our customers also contribute significantly to our Scope 3. To reduce these emissions and manage our distribution network more efficiently, we launched a network optimization project in North America. This initiative involves analyzing, reviewing and consolidating our logistics routes, freight operations and warehouse locations to further improve overall transportation efficiency. By reducing shipment frequency and shortening transportation distances, this strategy not only reduces lead times and operational costs but also contributes directly to lowering our greenhouse gas emissions."

Section 2

Executive summary

We are Envu

At Envu, we are passionate about advancing healthy environments for everyone everywhere. With over 50 years of experience, our success as a global leader is built on a commitment to doing what is right – for our people, our communities and our customers. By working together, we expand our impact on the environments we all depend on. We drive growth by delivering the innovation and expertise our customers need to navigate challenges, collaborating with ethical and forward-thinking partners to accelerate progress, and empowering our employees to be their very best.

Our singular focus and expertise in environmental science enables us to meet the changing needs of our customers and expand our collective impact on healthy environments. By working alongside and listening to them, we gain a deep understanding of their challenges so we can deliver innovative solutions that drive success while promoting sustainable growth. Together, we shape a world where both people and nature thrive. This is what motivates us – because together, we can Be a Force With Nature.

ENVIRONMENTAL VISIONARY

Our environments are ever evolving, and we strive to see the bigger picture. This means we are not only investing in solutions for our customers today but also thinking ahead to what the right solutions will be for tomorrow. Our innovation model is set on this principle, enabling us to think outside the box to find new pathways to solving problems that will have an outsized impact on the future health and sustainability of our environments.

FOCUSED LEADER

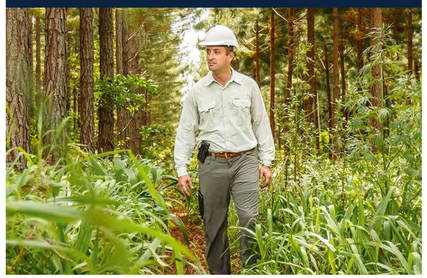
We are solely committed to protecting the spaces society and nature share. To do this effectively, our work requires diligence, creativity and a unique focus. With our expertise and understanding of environmental science, we are able to create specialized solutions that enable our customers to stay a step ahead of their challenges while pushing our industry forward.

TRUSTED PARTNER

We work alongside our customers to gain a better understanding of their challenges in order to develop the solutions they need. This customer-centric approach impacts every aspect of our business. How we evaluate our product portfolios, how we identify partners to work with, how we develop new innovations, how we provide guidance and training, and how we ensure the products we deliver consistently meet our high standards for quality and reliability. We see ourselves as a partner in our customers' success because we share the same goal of protecting the environments where we live, work and play.

Linking sustainability to our strategy

NATURE-POSITIVE INNOVATION



Nature and biodiversity impact as a strategic differentiator

The core impact of Envu lies at the intersection of nature and society, and we recognize the balance that it requires. While our products drive positive change – restoring land, managing invasive species – we are also mindful of potential challenges. That is why we are committed to working with nature, rigorously assessing impact across the product life cycle, and actively stewarding our portfolio to reduce impact on the environments we all depend on.

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 integrate these factors in our strategies, innovations and stewardship actions.

HEALTHIER SPACES AND PEOPLE

Amplify products that create a positive societal impact

Envu has a unique product value proposition in the contribution of core products that maintain and protect public health. For example, vector control health and well-being benefits. Our Professional Pest Management products protect people from pests, help prevent diseases from spreading, protect food from loss and preserve infrastructures.

Envu seeks to continue providing value to society and public health in partnership with our value chain partners.

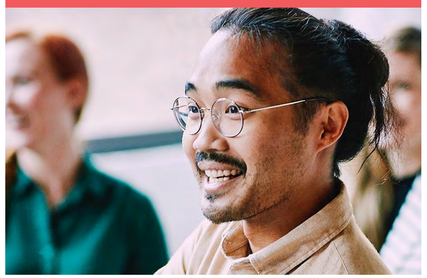
DECARBONIZING THE VALUE CHAIN

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 from 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 water efficiency, 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.

SAFE AND INCLUSIVE WORKPLACE



Safety, inclusion and belonging 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. As a global company, Envu is home to a broad range of perspectives, ideas and experiences, driving innovation and creative solutions.

We strive to create an environment where our employees feel valued, included and empowered. We aim to enhance employee 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.

BUSINESS ETHICS AND GOVERNANCE

Acting with integrity protects Envu from risks

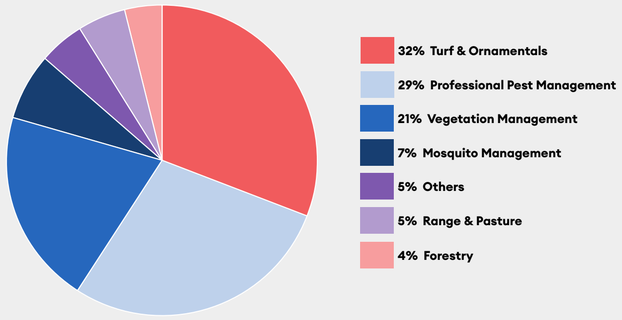
Envu acknowledges the importance of exercising good judgment and acting with integrity each and every day to create the foundation of trust with our customers, employees, business partners and shareholders.

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 strict compliance with regulatory environments.

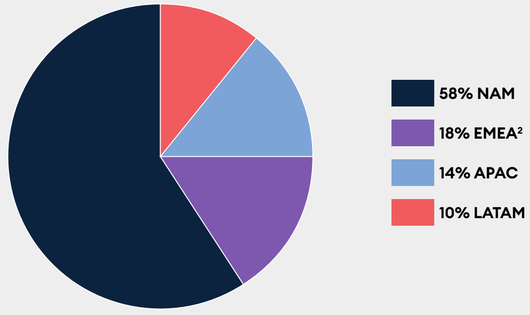
Financial and sustainability highlights

Sustainability Focus Area	KPIs	2023 Highlights	2024 Highlights	Targets and Time Horizon
Healthier spaces and people	• Households protected from vector-borne diseases (malaria and dengue)	• 7 million	• 7.9 million	• 8.8 million by 2026
	• Km of railways protected by the Smart Weeding System	• 50,000 km	• 53,000 km	• 75,000 km by 2026
	• Tons of grain protected from food loss	• 63 million tons	• 70 million tons	• 75 million tons by 2026
	• Hectares of green space covered each year	• 264,000 hectares	• 275,000 hectares	• 295,000 hectares by 2026
Nature-positive innovation	• Number of invasive species controlled by Envu products	• 93 most invasive species	• 93 most invasive species	
	• Hectares of land restored	• 76,000 hectares	• 103,000 hectares	• 160,000 hectares by 2026
Decarbonizing the value chain	• Scope 1 emission	• Scope 1: 1,857.17 tCO2e	• Scope 1: 2,376.37 tCO2e	2030 SBTi-aligned targets:
	• Scope 2 emission	• Scope 2: 1,688.41 tCO2e	• Scope 2: 1,340.31 tCO2e	• Scope 1 and 2 to decrease by 42% from the 2023 baseline
	• Scope 3 emission	• Scope 3: 207,958.43 tCO2e	• Scope 3: 203,806.03 tCO2e	• 33% of our suppliers by emissions covering purchase goods and services will have science-based targets; Envu further commits to absolute reduction in all other Scope 3 GHG emissions from purchased goods and services by 25% from the 2023 baseline
	• **Total GHG emission**	• **Total: 211,504.01 tCO2e**	• **Total: 207,522.71 tCO2e**	
Safe and inclusive workplace	• Inclusion score	• 92%	• 94%	• Remain above 90% by 2026
	• LTI[1] (frequency)	• 0.33/100 employees	• 0.00/100 employees	• 0.00/100 employees
Business ethics and governance	• Compliance incidents	• 0 compliance incidents	• 0 compliance incidents	• 0 compliance incidents

2024 Revenue by Segment



2024 Revenue by Region



Direct Economic Value Distributed	2024 Highlights
Value distributed through operating costs	53% of net sales
Value distributed through employee wages and benefits	17% of net sales
Value distributed through payments to the government by countries	1% of net sales
Value distributed through community investment	0% of net sales

[1]Lost time injury.
[2]Including specialty active revenue.

Our product highlights

NATURE-POSITIVE INNOVATION

RANGE & PASTURE

REJUVRA®

- **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. It improves the overall ecosystem plant biodiversity and reduces the severity of devastating wildfires. This increase in forage availability reduces grazing pressure on the land (see page 28 and 29).

RANGEVIEW®

- 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 (see page 28 and 29).

FORESTRY

ESPLANADE® **FORDOR® Flex**

- **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.

HEALTHIER SPACES AND PEOPLE

PROFESSIONAL PEST MANAGEMENT

HARMONIX® Monitoring Paste **HARMONIX® Rodent Paste**

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. 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 (see page 26).

AGENDA™

- Agenda™ insecticide targets termites and is recommended for long residual protection of buildings. With very low active ingredient quantity, compared to competition, It has minimal environmental impact as it binds with soil, preventing runoff. It also has no effect on earthworms or other soil microorganisms. Termites are among the top 100 invasive species, causing millions of dollars in damages to infrastructure each year (see page 45).

K-OBIOL®

- K-Obiol® insecticide is the product of choice for stored grain protection. It helps in protecting stored harvests from insect damage and associated side effects like pathogenic fungus development. Controlling stored grain pests plays a vital role in preventing food losses, ensuring sustainable food security (see page 44).

MOSQUITO MANAGEMENT

FLUDORA® Co-Max

- An innovative space spray solution for combatting *Aedes* mosquito-borne arboviruses such as dengue, Zika and chikungunya, helping to saving millions of lives (see page 42).

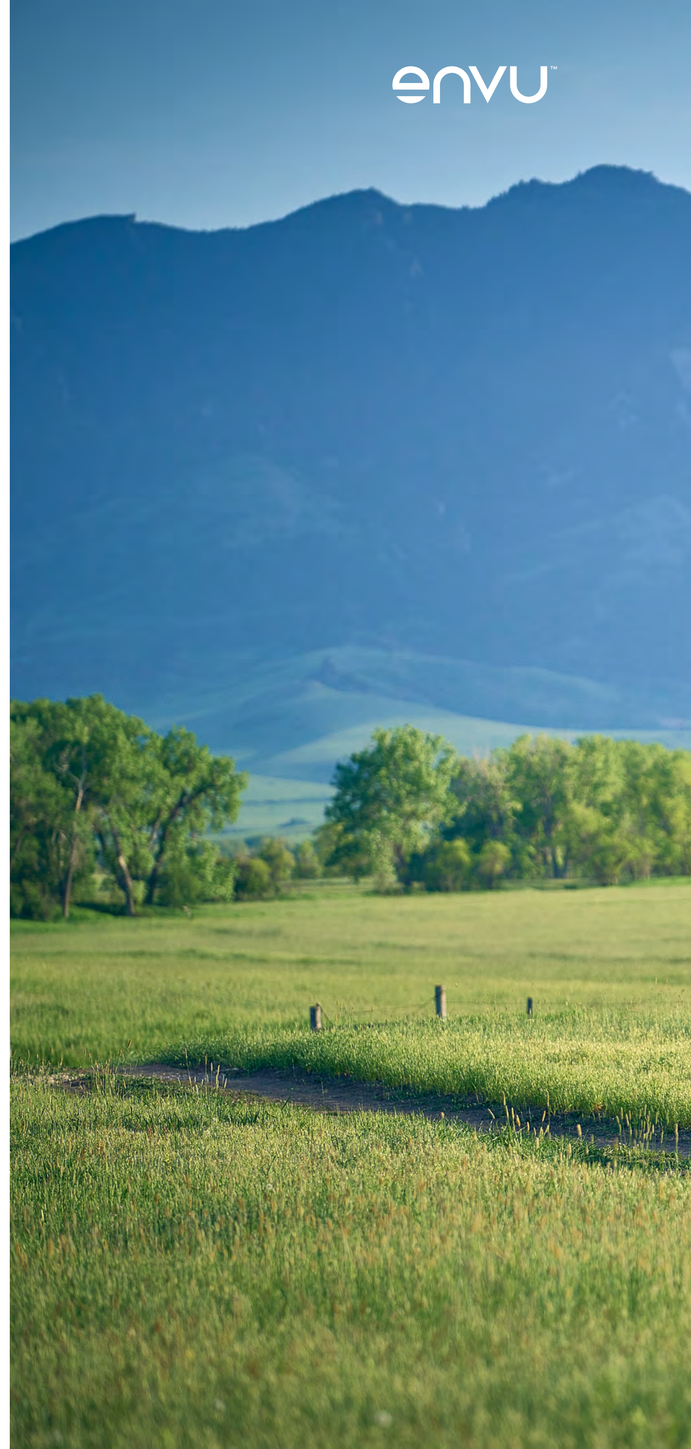
FLUDORA® Fusion

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

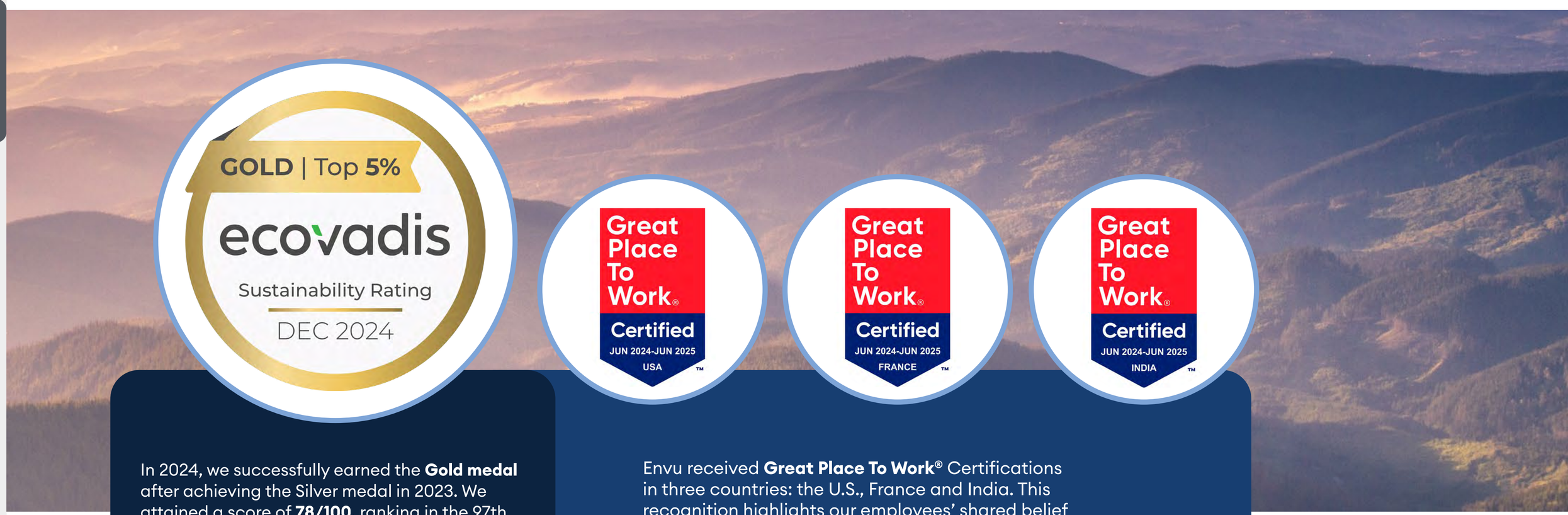
TURF & ORNAMENTALS

SPECTICLE® FLO

- 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.



Awards and recognitions



GOLD | Top 5%
ecovadis
Sustainability Rating
DEC 2024

Great Place To Work® Certified JUN 2024-JUN 2025 USA ™

Great Place To Work® Certified JUN 2024-JUN 2025 FRANCE ™

Great Place To Work® Certified JUN 2024-JUN 2025 INDIA ™

In 2024, we successfully earned the **Gold medal** after achieving the Silver medal in 2023. We attained a score of **78/100**, ranking in the 97th percentile and placing us among the top 5% of all companies evaluated by EcoVadis globally.[1]

Envu received **Great Place To Work®** Certifications in three countries: the U.S., France and India. This recognition highlights our employees' shared belief in our strong commitment to building an outstanding workplace culture for all.

[1] EcoVadis, EcoVadis Medals and Badges: Recognizing our Customers' Achievements.

Section 3

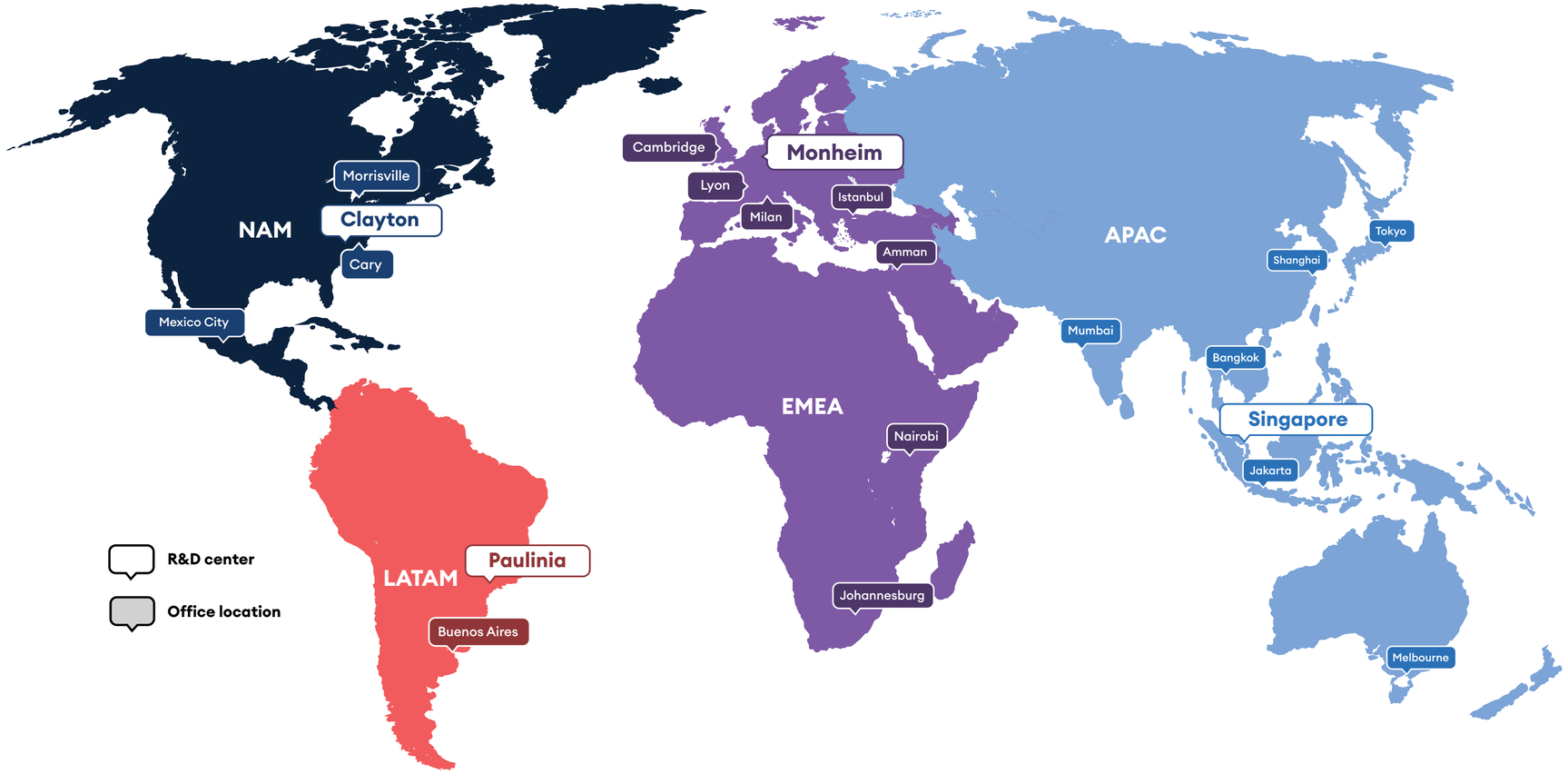
Our business

A unique company. A unique promise.

With half a century of environmental science experience, Envu was founded with a dedicated focus: to maintain and protect the healthy environments we all depend on.

Our global presence allows us to better understand the needs of our customers, tailoring expertise and focusing innovation where it is needed most. By collaborating as partners toward a shared goal, we help drive the best outcomes in solving the toughest challenges – contributing to a safer, healthier world for both people and the environment.

Operation sites



A diverse portfolio in line with our mission

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

“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 sustainability with the aim of improving solutions and continuing as a visionary leader in environmental health. We will continue to solve customer concerns and improve speed to market while embedding sustainability throughout our portfolio strategy.”

— Tiffany Fremder, Chief Marketing Officer

Turf & Ornamentals

Keeping turf on course

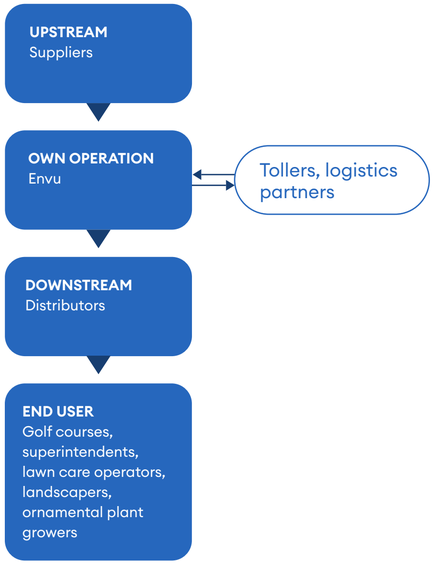
We have the solutions customers need to keep their green spaces healthy all year long. With innovative products and industry-leading expertise, we can help diagnose, treat and care for every aspect of turf – above ground and below it.

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.



Industrial Vegetation Management

Smarter solutions for a healthier way forward

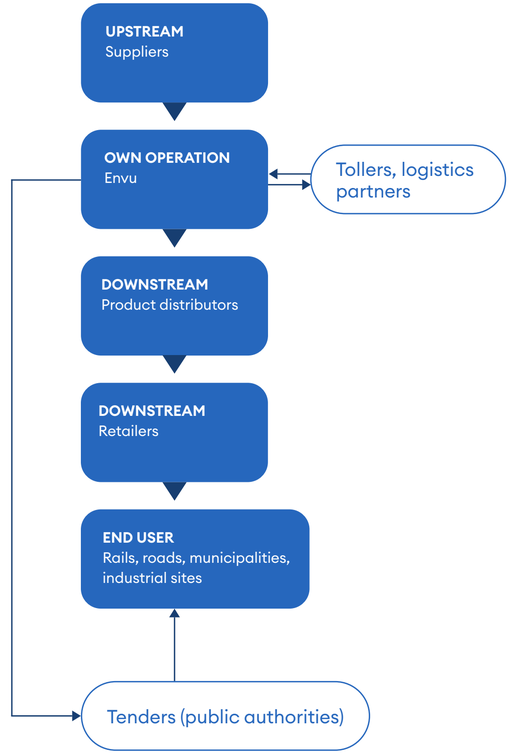
We offer impactful solutions for controlling unwanted, invasive or noxious weeds to protect the land and infrastructure society depends on.

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 Smart Weeding System.
- **Trusted partnership and technical support** to help vegetation management professionals be good stewards of the land.



Professional Pest Management

Delivering healthier, pest-free environments

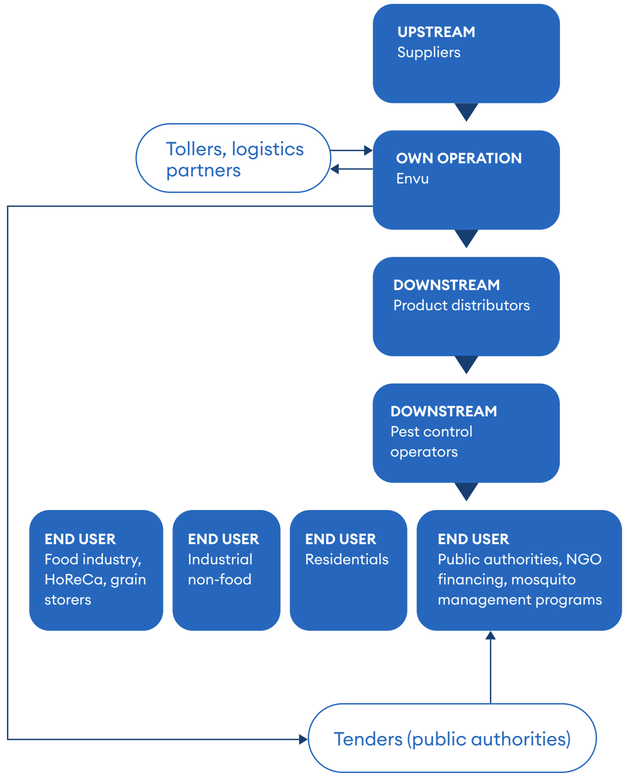
We work with pest management professionals to control rodents, cockroaches and other unwanted guests while keeping the environments we live and work in protected.

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.



Mosquito Management

Protecting health and preventing the spread of diseases

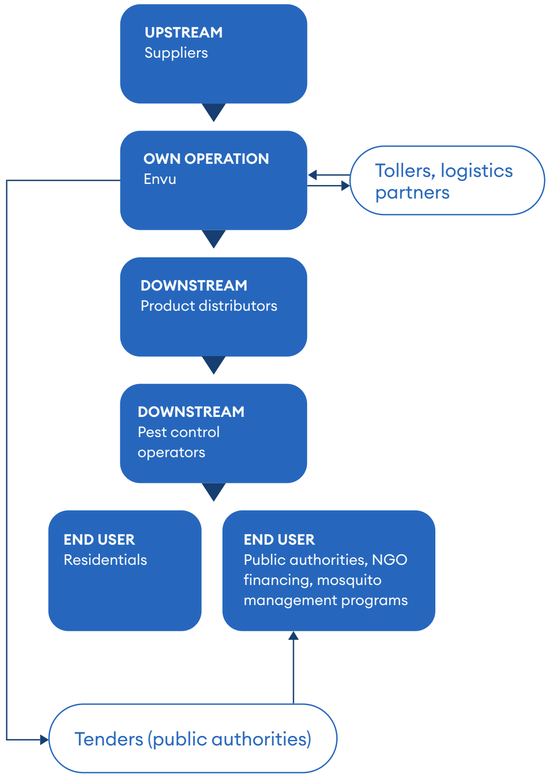
Mosquitoes threaten public health because of the diseases they transmit and cause more than 725,000 deaths each year. To take action against the burden of malaria and other mosquito-borne diseases, Envu works alongside leading institutions and local organizations all around the world to develop effective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



Range & Pasture

Maximizing your land's potential

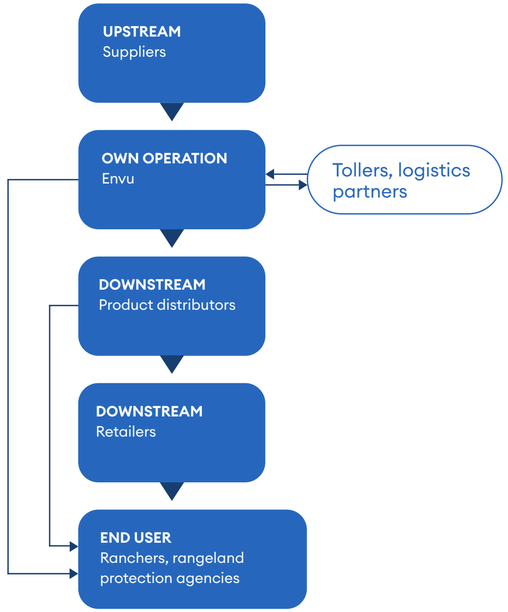
Invasive weeds and brush can choke out healthy grasses, limiting forage for livestock or harvestable hay. So we are investing in innovative solutions to help customers take control and promote fully restored, productive rangeland.

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.



Forestry

Keeping forests growing strong

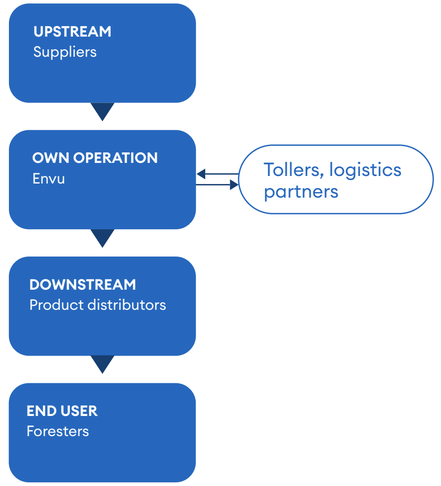
Envu Forestry solutions control a wide range of sites for both hardwood and conifer plantations, including site preparation, release after planting and mid-rotation release.

Key forestry challenges

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

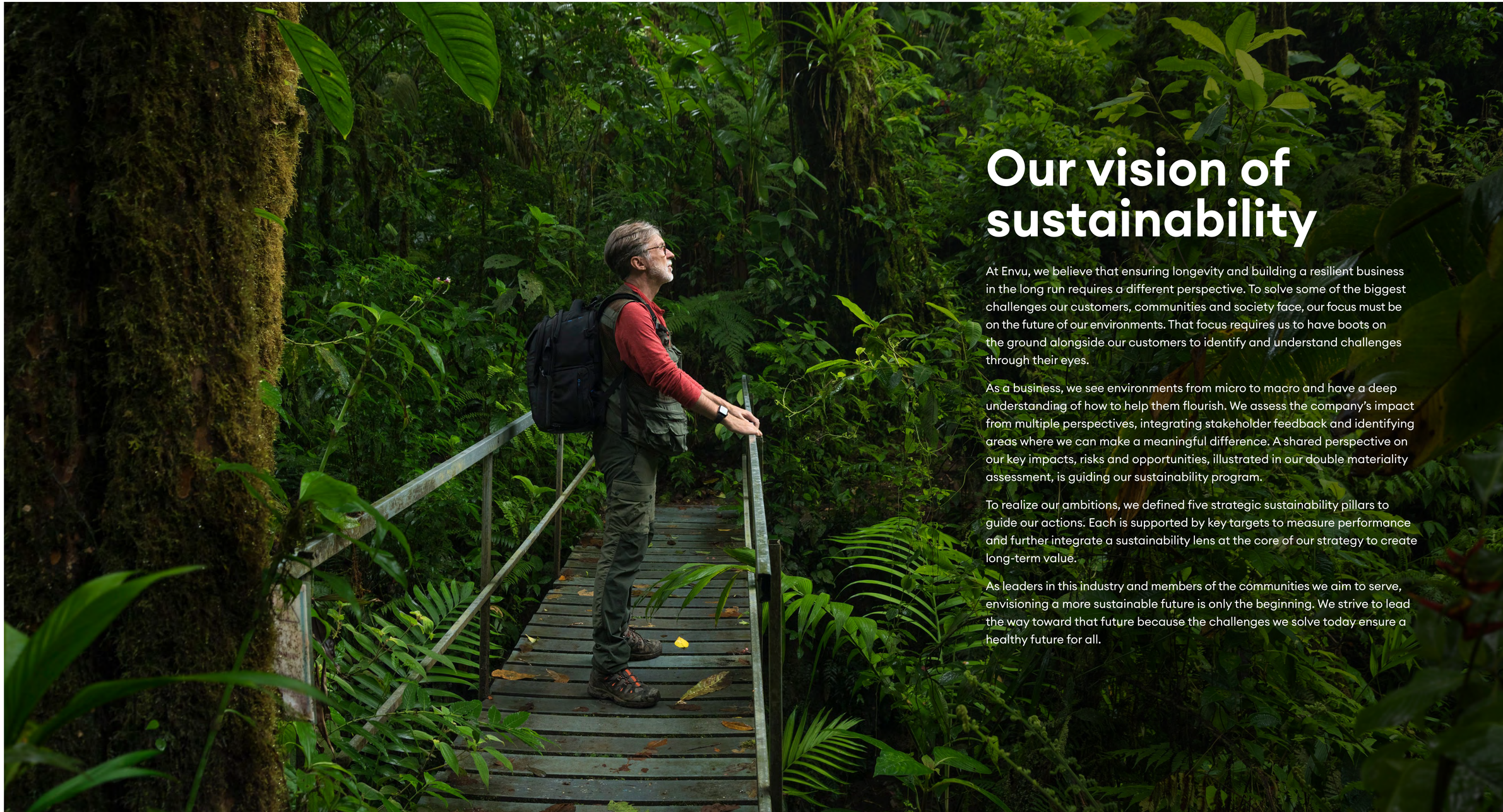
What Envu delivers

- **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.



Section 4

Our sustainability focus



Our vision of sustainability

At Envu, we believe that ensuring longevity and building a resilient business in the long run 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 assess the company's impact from multiple perspectives, integrating stakeholder feedback and identifying areas where we can make a meaningful difference. A shared perspective on our key impacts, risks and opportunities, illustrated in our double materiality assessment, is guiding our sustainability program.

To realize our ambitions, we defined five strategic sustainability pillars to guide our actions. Each is supported by key targets to measure performance and further integrate a sustainability lens at the core of our strategy to create long-term value.

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.

Envu double materiality matrix

We use double materiality as a compass to identify the topics that matter most – both for the health of our environment and societies and for our long-term business success. Through this process, 14 material topics emerged, 8 of which stand out as highly material. These areas shape the foundation of our ESG framework, guiding our sustainability roadmap and helping us drive positive change.

Launched in 2023, our double materiality matrix was refreshed in 2024 to align with the latest methodological guidance. Slight adjustments have been made to the impact risks and opportunity (IRO) assessment without changing our core focus, which remains the same as in 2023. (For full methodology details, see the DMA deep dive on page 109.)

ENVIRONMENTAL

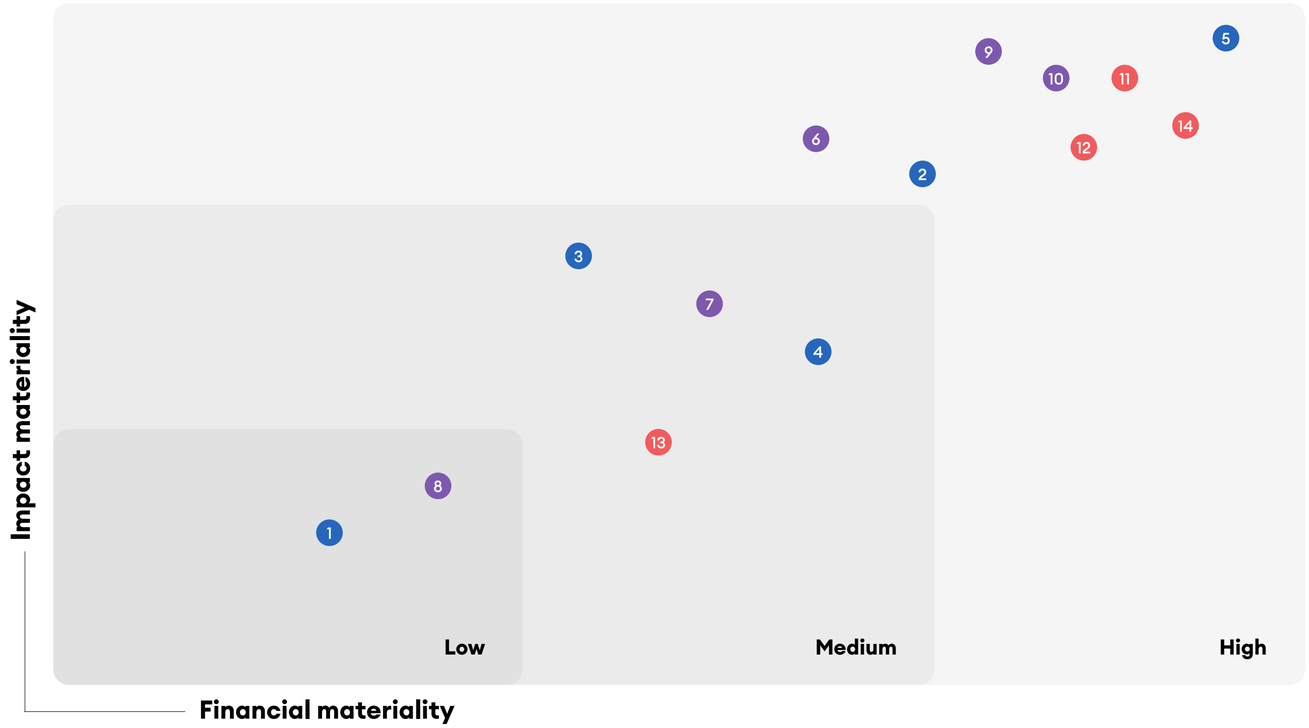
1. Climate Change Impacts: Own Operations
2. **Climate Change Impacts: Value Chain**
3. Water Resources
4. Waste and Resource Circularity
5. **Biodiversity and Ecosystems**

SOCIAL

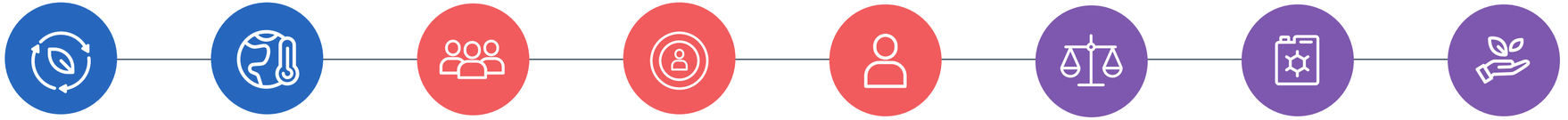
6. **Human Capital Development**
7. Occupational Health, Safety and Well-Being
8. Human Rights and Labor Management
9. **Community and Societal Impacts**
10. **Customers and End Users**

GOVERNANCE

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



Key material topics



Our actions and impacts

NATURE-POSITIVE INNOVATION

MATERIAL TOPICS

5. Biodiversity and Ecosystem
11. Portfolio Stewardship

CHALLENGE: Global threats to nature, economies, food security and human health caused by invasive species

INITIATIVE: Invasive species control

EXAMPLES: Envu products are registered for control of 93 of the 1,000 most impactful invasive species worldwide.

- Premise® SC insecticide controls invasive termite species.
- Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases.
- Racumin® range controls invasive rodents.

IMPACTS ON MATERIALITY:

↑ Biodiversity and ecosystem

CHALLENGE: Biodiversity loss

INITIATIVE: Site biodiversity assessment

EXAMPLES:

- Biodiversity assessment performed on 21 sites.
- Habitat restoration on Clayton and Paulinia sites.

IMPACTS ON MATERIALITY:

↑ Biodiversity and ecosystem

CHALLENGE: Land deterioration

INITIATIVE: Land conservation and restoration project

EXAMPLES:

- Atlantic Forest Alliance membership.
- Rejuvra® herbicide contributes to restoration of native biodiversity on rangeland.

IMPACTS ON MATERIALITY:

↑ Biodiversity and ecosystem

HEALTHIER SPACES AND PEOPLE

MATERIAL TOPICS

9. Community and Societal Impacts
11. Portfolio Stewardship

CHALLENGE: Public health

INITIATIVE: Vector-borne disease control

EXAMPLE: Fludora® Fusion controls invasive mosquitoes that are vectors of deadly human diseases.

IMPACTS ON MATERIALITY:

↑ Societal impact

CHALLENGE: Safety on railways and roads

INITIATIVE: Infrastructure preservation

EXAMPLE: 53,000 km of railways maintained with our Smart Weeding System technology.

IMPACTS ON MATERIALITY:

↑ Biodiversity and ecosystem

↑ Societal impact

CHALLENGE: Food waste

INITIATIVE: Food preservation

EXAMPLE: K-Obiol® insecticide enables protection of 6 million tons of grains across the globe.

IMPACTS ON MATERIALITY:

↑ Societal impact

DECARBONIZING THE VALUE CHAIN

MATERIAL TOPICS

1. Climate Change Impacts: Own Operations
2. Climate Change Impacts: Value Chain

CHALLENGE: Climate change and overall global warming

INITIATIVE: Scope 1 and 2 (own operations)

EXAMPLES:

- Fleet transitions to EV in Europe.
- Reduction of energy consumption on sites.

IMPACTS ON MATERIALITY:

↓ Climate change

INITIATIVE: Scope 3 (value chain)

EXAMPLES:

- SBTi-aligned decarbonization targets.
- Supplier engagement on purchased goods and services.
- Packaging optimization to reduce waste.

IMPACTS ON MATERIALITY:

↓ Climate change

SAFE AND INCLUSIVE WORKPLACE

MATERIAL TOPICS

6. Human Capital Development
8. Human Rights and Labor Management

CHALLENGE: Employee safety and fair treatment in the workplace

INITIATIVE: Human capital development

EXAMPLE: Mentoring and learning programs accessible to 100% of employees.

IMPACTS ON MATERIALITY:

↑ Human capital

INITIATIVE: Labor management

EXAMPLE: Fairness at work commitments, whistleblowing program and coverage by collective union agreements.

IMPACTS ON MATERIALITY:

↑ Human capital

INITIATIVE: Occupational health and safety

EXAMPLES:

- Risk assessment.
- LTI[1] (frequency) 0.00/100 employees.
- Injury severity rate 0.00/100 employees.
- Mental health program.

IMPACTS ON MATERIALITY:

↑ Human capital

INITIATIVE: Inclusion and belonging

EXAMPLES:

- 94% inclusion score - monitored quarterly.
- Initiatives implemented under the Envu ERGs.

IMPACTS ON MATERIALITY:

↑ Human capital

[1]Lost time injury.

BUSINESS ETHICS AND GOVERNANCE

MATERIAL TOPICS

3. Water Resources
4. Waste and Resource Circularity
12. Sustainable Procurement Practices
13. Responsible Business and Governance Practices

CHALLENGE: 100% compliant business management and risk mitigation

INITIATIVE: Whistleblowing and complaint management

EXAMPLES:

- 0 compliance incidents.
- Compliance hotline and whistleblowing program in place.

INITIATIVE: Sustainable procurement

EXAMPLES:

- 90% of our key suppliers acknowledge and conform with our Supplier Code of Conduct.
- 86% of our priority suppliers have been assessed by EcoVadis.

IMPACTS ON MATERIALITY:

↑ Sustainable procurement

INITIATIVE: Product stewardship

EXAMPLES:

- 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.

IMPACTS ON MATERIALITY:

↑ Customers and end users

↑ Societal impact

↑ Product stewardship

↑ Increase ↓ Decrease

Strategic Pillar 1:

Nature-positive innovation

HELPING BIODIVERSITY AND ECOSYSTEMS FLOURISH

We have to consider the impact of Envu products on biodiversity in order to ensure environmental sustainability. 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 positively impact the work of our customers while improving the natural resources and environments where Envu operates.

KEY ACTIONS

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

UNSDGs ALIGNMENT

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
5. Biodiversity and ecosystems	High	High
11. Portfolio stewardship	High	High

Focus on invasive species control

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. 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 are 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 economic costs that have quadrupled every decade since 1970.**

More than 37,000 established alien species are documented across the globe, and over 3,500 of them have documented impact. Among invasive species, not all are equal, and certain varieties are causing massive economical and ecosystem impacts, according to the Global Invasive Species Database.

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.

And in the worlds of mosquito and pest management, Envu products and partnerships are empowering professionals to safeguard homes, protect food supply and promote public health.

Invasive species have a global economic cost of more than **$423 billion annually.**[1] Envu products actively contribute to controlling **17% of the top 100 most impactful species.**

Key strategies

- Expand the line of solutions for invasive species control.
- Conduct a biodiversity assessment on all sites owned and leased by Envu, especially with regard to endangered species, by 2026.
- 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.

[1] Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem. (2023, September 4). Media Release: IPBES Invasive Alien Species Assessment.

A closer look at the invasive species we help control

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. Envu products actively contribute to controlling 17% of the top 100 most impactful species.

Envu currently has registered uses on **93 invasive species from among the 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.

Using different scientific data sources, (see footnotes listed below) Envu has compiled a list of invasive species our products help control worldwide, in partnership with our customers.

PROFESSIONAL PEST MANAGEMENT

TEMPRID®

Formosan subterranean termite (*Coptotermes formosanus*)

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]

MAXFORCE®

Argentine ant (*Linepithema humile*)

Big-headed ant (*Pheidole megacephala*)

Fire ant (*Solenopsis invicta*)

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

RACUMIN® HARMONIX®

House mouse (*Mus musculus*)

Black rat (*Rattus rattus*)

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.

K-OBIOL®

Khapra beetle (*Trogoderma granarium*)

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

RANGE & PASTURE

REJUVRA® RANGEVIEW®

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*)

Cheatgrass (*Bromus tectorum*)

Wiregrass (*Ventenata dubia*)

Cogon grass, cheatgrass and wiregrass are among the most problematic[7] invasive plant species in the southeast and southwest U.S., causing threats to local biodiversity and increasing wildfire risk.

FORDOR®

Maritime pine (*Pinus pinaster*)

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.

INDUSTRIAL VEGETATION MANAGEMENT

SWS (Smart Weeding System) VALDOR®

Japanese knotweed (*Polygonum cuspidatum*)

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

FLUDORA®

Common malaria mosquito (*Anopheles quadrimaculatus*)

Asian tiger mosquito (*Aedes albopictus*)

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

[1] Lowe 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.
[2] Global Register of Introduced and Invasive Species.
[3] United Nations Environment Programme. (2023, September 4). Invasive Alien Species Report.
[4] Lax, 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.
[5] Diagne, C., Ballesteros-Mejia, L., Cuthbert, R.N. et al. (2023, March 24). Economic Costs of Invasive Rodents Worldwide: The Tip of the Iceberg. PubMed.
[6] Andersen, M., Adams, H., Hope, B., Powell, M. (2004, September 8). Risk Assessment for Invasive Species. Wiley Online Library.
[7] Estrada, J.A. (2014, October 1). Cogongrass (Imperata cylindrica) Invasions in the US: Mechanisms, Impacts, and Threats to Biodiversity. Science Direct.
[8] Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem. (2023, September 4). Media Release: IPBES Invasive Alien Species Assessment. Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES).

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 Harmonix® Rodent Paste and 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.

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

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 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. In addition to providing helpful resources, Share the Spark also helps county weed officers identify and apply for grants to help with funding for wildfire prevention. And with our Rejuvra® herbicide, we are eliminating invasive species like cheatgrass that are quick to catch fire and make wildfires even more devastating by burning hotter and faster.

Site biodiversity assessment

While we strive to positively contribute to the reduction of invasive species and pests as well as the restoration of land and green spaces, we take careful measures to ensure our activities do not present detrimental effects on native species, ecosystems or biodiversity. This includes conducting biodiversity assessment on our sites, whether owned or leased.

Although Envu does not operate any manufacturing plants or transport infrastructure as an asset-light company, we carried out voluntary biodiversity assessments across 21 of our global operational sites – including R&D centers and offices. We plan to continue this initiative and have 100% of our sites assessed by the end of 2025, including future acquired sites.

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.

Some of our voluntary efforts to conserve and restore natural habitats initiated:

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.

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.

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. Envu Brazil is also proud to partner with the Atlantic Forest Restoration Pact and its 350 members to support the efforts of restoring over 15 million hectares of Atlantic Forest by 2050.

Site Location	Area of Sites, m^2
AMMAN	42.0
BANGKOK	137.5
BEIJING	117.0
BUENOS AIRES	36.2
CAMBRIDGE	40.6
CARY	35,794.0
CLAYTON	578.0
HO CHI MINH CITY	8.0
ISTANBUL	41.3
JAKARTA	85.9
JOHANNESBURG	15.9
KITCHENER	60.6
KUALA LUMPUR	25.0
LYON	1,761.4
MELBOURNE	99.0
MEXICO CITY	70.1
MILANO	20.0
MONHEIM	8,400.0
MUMBAI	42.4
NAIROBI	52.0
PAULINIA	36,202.0
SHANGHAI	117.5
SINGAPORE	81.0
TOKYO	92.0

Focus on land restoration

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.[1]

The loss of productivity caused by land degradation creates barriers to sustainable development, food security, biodiversity conservation and climate change mitigation.[2]

Grasslands

Besides acting as a vast carbon sink, grasslands are one of the most diverse ecosystems on Earth.[3] 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 products are contributors in the fight against these global challenges.

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 (FAO) reports that every year, we are losing about 4.7 million hectares[4] of tropical forest due to many factors, including invasive pests and plants.

Key strategies

- 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.

[1] United Nations Convention to Combat Desertification. (2023, October 24). At Least 100 Million Hectares of Healthy Land Now Lost Each Year.
[2] IUCN. (2015, November). Land Degradation and Climate Change.
[3] United Nations Decade on Ecosystem Restoration. Forests.
[4] United Nations Decade on Ecosystem Restoration. Grasslands, Shrublands and Savannahs.

A closer look at Envu contribution across U.S. rangelands

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,” said Dr. Harry Quicke, Envu North America Solutions Development Lead. “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.

CASE STUDY | FOCUS ON LAND RESTORATION

Preventing invasive grasses to protect soil carbon

Joint research Envu-USGS underscores critical need for nature-positive land management solutions

A new study published in Communications Earth & Environment, a nature portfolio journal, highlights the significant loss of soil carbon due to the conversion of native perennial shrublands to invasive annual grasslands. The research is the first to comprehensively quantify the impact of annual grass invasion on soil carbon stocks, a problem with implications extending far beyond the western United States. The publication, titled **"Annual grass invasions and wildfire deplete ecosystem carbon storage by >50% to resistant base levels,"**[1] is the result of a two-year research collaboration between scientists from the United States Geological Survey (USGS) and Envu. While the study focuses on the sagebrush steppe in the western U.S., the findings can be applied to similar ecosystems worldwide facing similar threats from invasive species.

A deeper look at soil carbon loss in rangelands

While the scientific community has long understood the ecological issues associated with these invasive species, the magnitude of their impact on soil carbon was largely unknown. **Now, the data has revealed that the conversion of native perennial shrublands to invasive annual grasses, such as cheatgrass, can lead to a 42% to 49% reduction in soil carbon.**

"This research shows that a disturbance such as annual grass invasion can quite rapidly deplete soil carbon that may have built up over thousands of years," said Dr. Harry Quicke, Envu North America Solutions Development Lead and one of the paper's authors. Vast areas of native shrublands have already succumbed to grass invasion and, without intervention, this process will continue at an alarming rate.

> The loss of soil carbon from these lands represents a significant release of carbon dioxide into the atmosphere. The rapid rate at which invasive grasses are converting native shrublands underscores the urgency for action to mitigate the loss of soil carbon and biodiversity.

This cycle describes a recurring pattern where the invasive annual grass, such as cheatgrass, grows rapidly in late winter and early spring and produces abundant dry fuel, leading to more frequent and intense wildfires. After each fire, cheatgrass often reestablishes quickly, outcompeting native vegetation and perpetuating a cycle of ecosystem degradation. The researchers also determined that the impact on soil carbon is similar whether land is burned by wildfire or invaded by exotic annual grasses. This was an unexpected finding, as the prevailing wisdom held that wildfire would have a far greater impact. On a per-unit basis, the data shows a loss of 187 metric tons of carbon dioxide equivalent (CO_2eq) per hectare, or 75 metric tons of CO_2eq per acre. This highlights the urgent need to stop the ongoing conversion of deep-rooted, diverse, native perennial systems to shallow-rooted, exotic, annual grass-dominated systems.

How is Envu taking action?

This research provides more compelling evidence for the importance of the commitment to nature-positive innovation from Envu. The new data reinforces the need for innovative solutions that promote sustainable land management practices. Envu is contributing to this value chain effort by controlling invasive species with highly effective, targeted solutions. Specifically, **Envu is working to eliminate invasive plant species like cheatgrass with innovative products like Rejuvra® herbicide and the RangeView® digital platform in the U.S., which helps land managers and ranchers identify and map invasive species in rangeland so they can take action.**

By providing vegetation managers with these tools, Envu is helping them control germinating annual grasses, allowing perennial native plants to recover, increasing biodiversity and improving habitats. "We have long been aware that there are a number of benefits to controlling invasive grasses, including increasing forage production for livestock, improving habitat for pollinators and wildlife, and reducing wildfire risk," said Quicke. "Now we know that preventing the spread of invasive grasses can also avoid soil carbon losses." Envu aims to raise awareness and promote the adoption of effective strategies for mitigating the global impact of invasive species on soil carbon and climate change.

[1] Annual Grass Invasions and Wildfire Deplete Ecosystem Carbon Storage by >50% to Resistant Base Levels | Communications Earth & Environment

CASE STUDY | FOCUS ON LAND RESTORATION

Targeting annual grass threats: Advancing vegetation management in Canada's northern temperate grasslands

Envu is actively supporting research efforts to combat the growing threat of invasive annual grasses in Canada's northern temperate grasslands. As part of this commitment, Envu has provided financial support for a graduate student at the University of Alberta to study the efficacy of indaziflam in controlling invasive annual grasses within Canada's mixed grass prairies. Additionally, Envu also conducted internal research to validate and complement the findings of this external study.

In common practice, herbicides provide better control of annual brome compared to other practices like grazing or burning. However, there are limited herbicide options for the control of annual brome in perennial grasslands in Canada. Our preemergence Rejuvra® herbicide works by targeting invasive annual brome while preserving native perennial vegetation. Its properties allow for sustained control with fewer applications. This helps in minimizing soil disturbance while supporting native plants to regenerate.

This initiative is particularly significant for Envu as prior research on indaziflam in grasslands has been conducted exclusively in the United States. With the upcoming launch of Rejuvra herbicide in Canada, demonstrating its effectiveness in northern temperate grasslands will be critical to building customer confidence and ensuring widespread responsible adoption of herbicides.

CASE STUDY | FOCUS ON LAND RESTORATION

Advancing vegetation management in Australia

Across Australia, a number of non-native weeds and trees are causing environmental challenges as they facilitate soil erosion or cause native biodiversity challenges through transformation of natural grasslands into thorny scrub and woodland. Prickly acacia is one of those species causing challenges in the Queensland area. Mesquite (*Prosopis* spp.) is another invasive weed that has infestation scattered throughout semi-arid Australia.

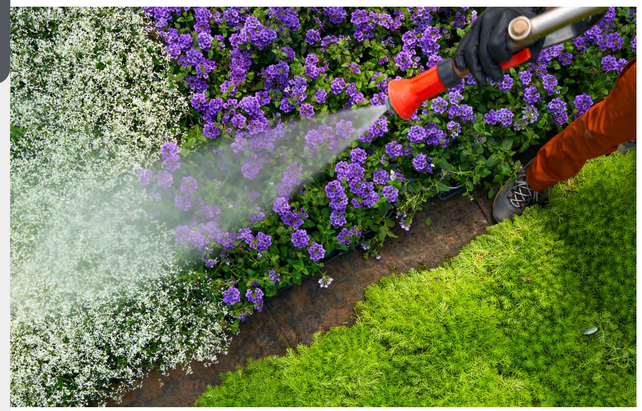
With Method® 240SL herbicide, an herbicide launched in Australia in 2024, Envu supports customers to control invasive species, reclaim grazing lands and restore the habitats of native species across the Australian territory.

Urban green spaces

Sustainable innovations supporting urban green spaces

Green spaces are not only integral to pastures and wildlands – they also support sustainable urban development and counteract the heat island effect,[1] providing a line of defense against increasingly frequent 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 promoting carbon dioxide absorption, which helps to offset 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 epidemics of mental illness such as depression, which has been found to affect approximately 1 in 20 worldwide, according to the National Health Institute.



[1] Lee, 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.
[2] United Nations Decade on Ecosystem Restoration. Urban Areas.

The World Health Organization's (WHO) 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, contributing to the enhancement of beneficial green spaces around the globe. Although they account for less than 1% of the Earth's land surface, urban areas are home to a surprising amount of biodiversity.[2] Urban ecosystems are vital for increased quality of air, water and quality of life for their human inhabitants. Numerous studies across the globe have demonstrated the ability of healthy and vibrant urban green spaces to mitigate heat waves in cities.

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. alone, our products are part of 5,000 golf course superintendents' toolbox – about 40% of U.S. golf courses.

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.

Providing biorationals as sustainable alternative solutions

At Envu, we seek to advance our industry and find innovations that support our customers in meaningful 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, classified as Pioneer within the POSA framework (see page 34). 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.

We are present in 30% of golf courses across the globe, protecting over 200,000 hectares of green spaces. 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.

CASE STUDY | URBAN GREEN SPACES

Introducing our first biostimulant solution for turfgrass in Europe

Recently introduced in Europe, Fiata® Stressgard® fungicide is a state-of-the-art biostimulant developed by Envu to promote turfgrass health, color and overall performance while enhancing resistance to both biotic and abiotic stresses. Because of its benefits, it is **one of the Pioneer products according to the POSA framework** (see page 34). By supporting root development and plant defense mechanisms, Fiata Stressgard fungicide strengthens turfgrass resilience against drought, disease, traffic, shade, cold, heat and UV. This biostimulant enhances turf's ability to tolerate and recover, ensuring consistent performance in these adverse conditions.

Water management is one of the key sustainability ambitions of the turf value chain. Maintaining healthy turf under tough conditions, while also managing water intake, is a real industry challenge. One of the key characteristics of Fiata Stressgard fungicide is its ability to improve turf drought tolerance. Several trials were conducted by Rutgers University to observe turf performance under irrigation-deficit stress. Turfgrass treated with Fiata Stressgard fungicide maintains greater quality under controlled irrigation and tends to grow back faster and stronger than untreated turf. The Stressgard technology demonstrated an ability to enhance turfgrass stress tolerance, in particular to drought stress, helping to maintain soil stability and preserving greenery. With its various attributes enhancing plant performance, Fiata Stressgard fungicide contributes to the long-term sustainability of urban and natural green spaces by ensuring they remain vibrant and functional even under challenging environmental conditions like drought.

Envu 360° innovation and Portfolio Sustainability Assessment

Key strategies

- Conduct 100% of product registrations in strict adhesion with local regulatory standards – and where needed even beyond local requirements – including human and environmental risk assessments.
- Stewardship: Evaluate and address the potential health and environmental risks associated with Envu products throughout their 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 (POSA) as a compass.
- Stewardship of the current portfolio and development of the Pioneer portfolio of solutions

Envu 360° innovation strategy

Envu innovation builds on a global footprint of industry-leading scientists, state-of-the-art facilities, customer-centric culture and disciplined entrepreneurship. Our customer-centric innovation is enabled by a global organization that works in cross-functional alignment to drive innovation while supporting the business and defending our current portfolio.

Our 360° approach to innovation enables us to deliver a broad range of solutions that help our customers meet the demands of ever-changing challenges and environments. Across our four global innovation centers, we leverage advanced research and development to test new active ingredients, creatively reformulate existing solutions to make them even better, and trial in-licensing technologies to offer new integrated solutions.

These centers – located in the U.S., Brazil, Germany and Singapore – serve as the foundation of our industry-leading expertise, ensuring we stay ahead of evolving threats and keep pushing the boundaries of what is possible.

Our existing and future strategic partnerships, with a large network of partners from universities to startups, allow us to drive innovation that balances the needs of society and nature while providing superior solutions for customers.

We start with customer needs

Through a deep understanding of our customers, we are able to identify and prioritize the most pressing challenges they face and that we can solve for.

We deliver solutions

To turn our innovative into reality, we lean on our internal industry-leading capabilities to create and assemble solutions coming both from outside and inside our teams, efficiently and at scale.

We are a partner of choice

Inspired by customer challenges, we work to identify the best possible solutions by leveraging partnerships and our own expertise in chemistry and beyond.

Innovation with a global impact

Envu is a global leader in advancing healthy environments with solutions for reducing mosquito-borne diseases, restoring productivity and biodiversity of grasslands and forests, maintaining public spaces such as roadsides and railways, protecting stored food, controlling nuisance pests, and managing urban green spaces.

Measuring impact

Measuring the sustainability impact of our products is one of the ways to build long-term value for our customers. The POSA methodology developed in 2024 (see next page) gives us a unique perspective of our portfolio in relation to customer benefits and stakeholder expectations. POSA combines data analytics and science-based metrics to support long-term decision-making, empowering efforts toward more sustainable solutions.

Portfolio Sustainability Assessment (POSA) and Stewardship

Portfolio Sustainability Assessment at Envu

Envu has implemented a Portfolio Sustainability Assessment framework (POSA) in 2024. This framework facilitates internal decision-making all along our innovation and portfolio management processes.

- The POSA is a systematic, fact-based framework designed to assess a given product in a particular use and geography.
- No standardized framework currently exists in our industry. The Envu POSA methodology was proactively developed using the World Business Council for Sustainable Development PSA guideline (see to the right) as a base.
- Utilizing predefined and standardized criteria for sustainability benefits and stakeholder alignments, the portfolio is categorized in three categories:

  Pioneer: Product with tangible benefits contributing to value chain sustainability ambition and no identified sustainability flags.

  Straight Performer: Product with no identified sustainability flags and a neutral contribution on value chain ambitions.

  Challenged: Product with a stewardship focus *(such as increased labeling instruction or user training)* on identified sustainability flags. We partner with stakeholders on proper use of products.

Key variables of POSA

We proceed to a 360° assessment of each product, looking at potential sustainability concerns as well as sustainability benefits.

In the future, we will enhance the model by integrating other variables such as product carbon footprint.

"The Portfolio Sustainability Assessment (POSA) clearly illustrates our commitment to making sustainability central to our business. As we progressively integrate this framework into our decision-making processes, it will guide us in focusing resources on the most essential and promising technologies, helping us support our customers and tackle global industry challenges. This framework is fundamental to both our business performance and long-term growth."

— **Marine Sanouiller, Chief Sustainability Officer,** and **Tiffany Fremder, Chief Marketing Officer**

Portfolio

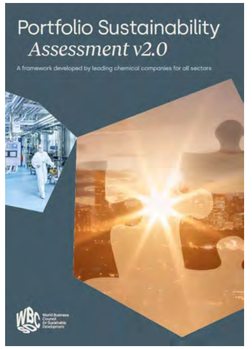
POSA stands as a reliable and evidence-based guide to facilitate internal decision-making. The tool helps to identify priorities for sustainable growth.

R&D and Innovation

POSA empowers the development of innovative products and solutions that are effective and contribute to additional sustainability benefits.

Stewardship

From enhanced labeling to on-field training, the POSA model helps focus our stewardship efforts where it matters, partnering with our customers and stakeholders for proper use of our products.



Inspiration for the design was taken from the Portfolio Sustainability Assessment guidelines set forth by the World Business Council for Sustainable Development (WBCSD), a framework widely embraced by many chemical companies, reporting tangible business benefits and progress.

How our approach to portfolio stewardship supports our mission

Our products can 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. As 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

In 2024, we implemented a Portfolio Sustainability Assessment Framework (POSA), 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 2024, no significant 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.

"The Envu Commercial Operations team takes our mission of creating healthier environments 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."

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

CASE STUDY | 360° INNOVATION AND POSA

Pioneering innovation in mosquito control

Biorational mosquito control: Mosquito control and associated vector-borne disease prevention efforts are a core focus for Envu, supporting our **healthier spaces and people** sustainability pillar. Committed to our approach toward nature-positive innovation, Envu started its research and development in 2024 on a biorational barrier spray based on natural essential oils, known as Barricor® Essential Mosquito Control.

This product classifies as Pioneer in our POSA model. It is also recognized as such in the industry, classified as 25(b).[1] Designed with a botanical-based formula and low active ingredient load, our Barricor Essential Mosquito Control works efficiently in eliminating mosquitoes without posing a threat to pollinators and people. It can also be applied around sensitive areas like lakes or residential areas. To showcase our commitment to customers, it is worth noting that Barricor Essential Mosquito Control is also meeting a growing customer and business need as more people/end customers are conscious of what chemicals are being used in and around their homes and requesting more biological mosquito control solutions. This makes Barricor Essential Mosquito Control the product choice for our customers who need a plant-based, reliable and efficient solution in reducing the nuisance from mosquitoes.

360° innovation strategy: True to our target to protect 8.1 million people across the globe from mosquito-borne diseases, we are looking ahead. Envu is actively building partnerships to expand our mosquito control and vector-borne disease prevention range. These partnerships include collaborations with external organizations like Indiana University in Bloomington, with whom we develop technology alternatives to chemical control methods. We also work with BioGene, an Australian company, to develop “nature-identical substances” for use in mosquito management. This is all part of our 360° innovation strategy, focusing on creating a range of customer-focused solutions.

[1]A 25(b) product is a type of pesticide that is considered a minimum risk pesticide because it is made from natural, nontoxic and low-risk active ingredients and is generally considered to pose little to no risk to human health or the environment. Examples of 25(b) products include certain types of botanical pesticides, such as garlic oil, peppermint oil and rosemary oil as well as certain types of microbial pesticides, such as *Bacillus thuringiensis* (Bt) products. These products are often used in organic or low-impact pest management programs.

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.

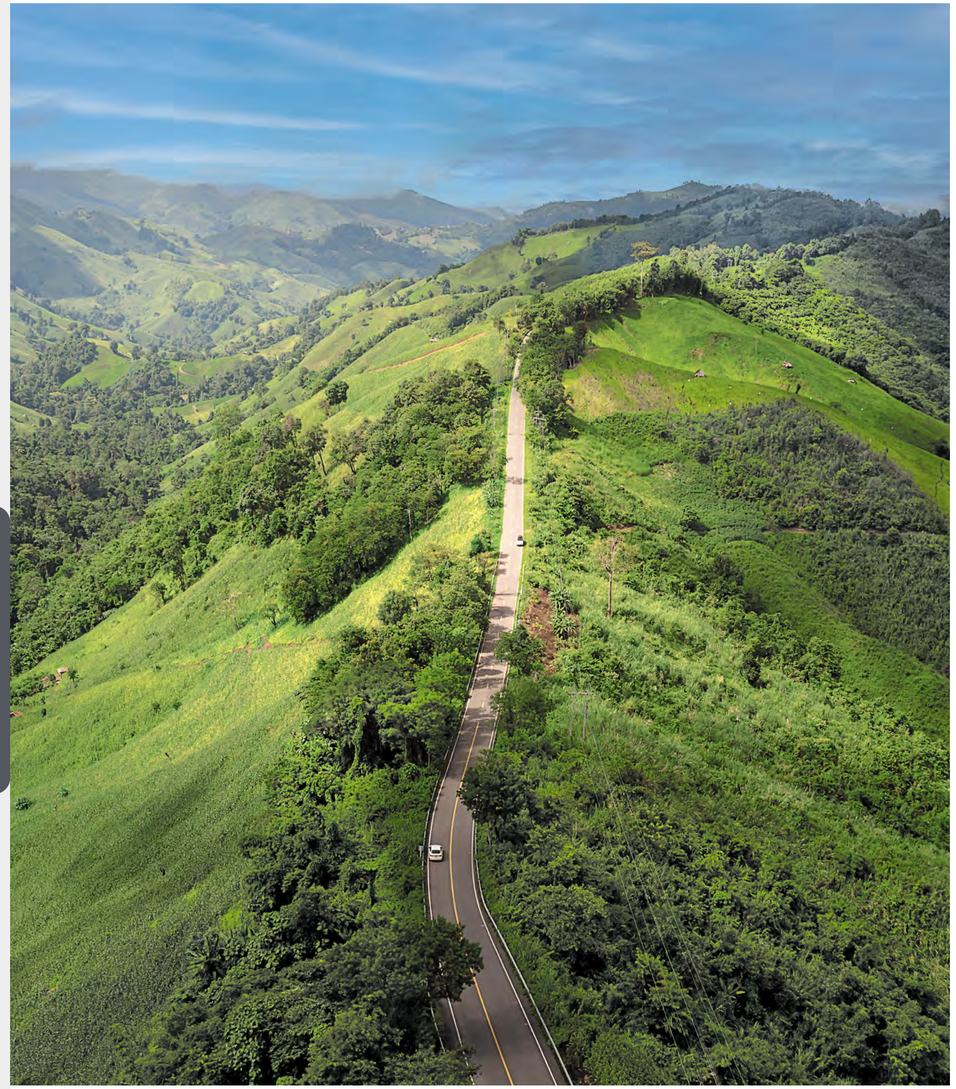
The Racumin Stewardship Manual delivers the knowledge and skills needed to prepare and apply Racumin rodenticide safely and effectively, particularly in biodiverse environments like rice fields and oil palm plantations, home of species such as barn owls. The information contained in this manual also 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.

CASE STUDY | PORTFOLIO STEWARDSHIP

MaxDays training for professional pest control operators in France

In line with our commitment to portfolio stewardship, Envu France initiated a series of practical trainings for customers known as MaxDays. These training courses allow Envu the opportunity to engage with our partners in the downstream value chain to demonstrate proper handling and responsible use of our products, ensuring best practice when employing our pest control solutions while minimizing impact on the environment. MaxDays training modules are carefully curated by our technical services managers, outlining accurate instructions, recommended doses for optimization and proper disposal management. As these trainings are practical, technicians who are directly involved in our product application are invited in person for the direct knowledge transfer. **Since October 2024, we have trained over 120 technicians and aim to extend this training to another 300 technicians in 2025.** This initiative represents an illustration of our commitment to accountability and responsible stewardship of its products throughout the value chain.



Future outlook for nature-positive innovation

Our 360° approach to innovation enables us to deliver a broad range of solutions that help our customers meet the demands of ever-changing challenges and environments. Across our four global innovation centers, we leverage advanced research and development to test new active ingredients, creatively reformulate existing solutions to make them even better, and trial in-licensing technologies to offer new integrated solutions. This broad innovation platform allows us to drive innovation that balances the needs of society and nature while providing superior solutions for customers.

With POSA methodology as a compass, we will keep developing our footprint in the segments we operate in and drive innovation that creates financial and extra financial value for our customers and stakeholders.

KPI	2023 Achievement	2024	Envu 2026 Target
Number of invasive species on Envu product labels	93	93	Grow the number of invasive species controlled by Envu products and expand our geographical footprint
Number of hectares of restored land	76,000 hectares in 2023	103,000 hectares	160,000 hectares in 2026
Number of hectares of green space covered	264,000 hectares	275,000 hectares	295,000 hectares[1]
Number of sites assessed for biodiversity	• 75% of sites worldwide have been assessed. • Native habitats voluntarily restored at the Paulinia site.	No addition	• 100% of sites assessed against the IUCN endangered species list by 2026. • New sites will include a biodiversity assessment as a project requirement.

[1]Globally, 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.

Strategic Pillar 2:

Healthier spaces and people

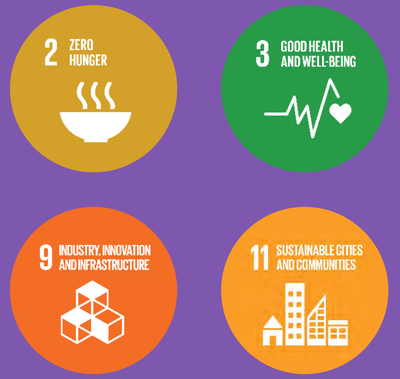
PROTECTING THE SPACES SOCIETY AND NATURE SHARE

As a global business, Envu is committed to fostering a healthier, safer environment. Under this pillar, Envu strives to contribute to the betterment of society through preventing the spread of vector-borne diseases while protecting infrastructures and food supplies from being wasted. 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 ACTIONS

- Protect vital public infrastructure and food supplies.
- Prevent vector-borne diseases from spreading.
- Ensure portfolio stewardship.

UNSDGs ALIGNMENT



RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

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

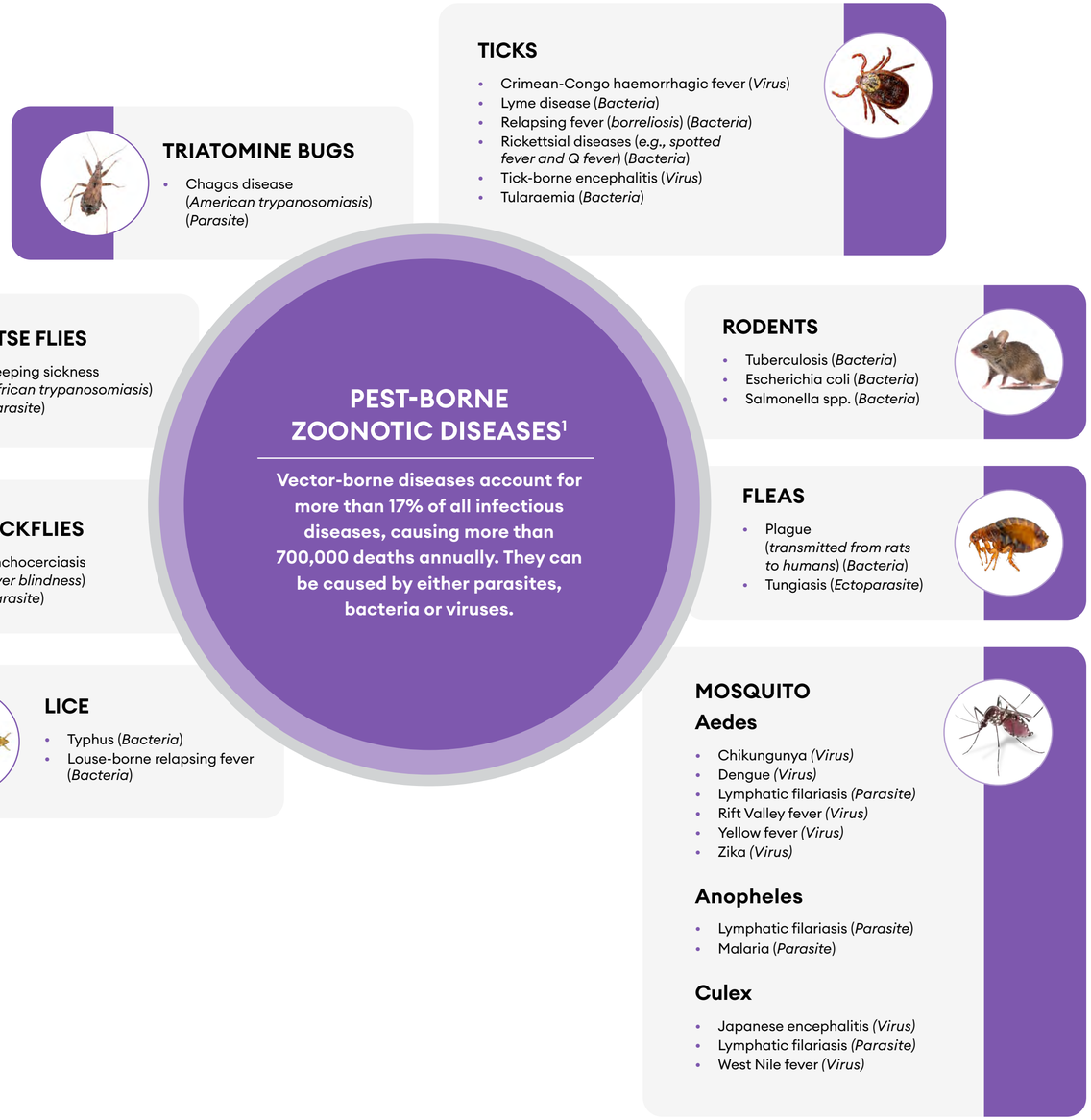
Focus on vector-borne disease control

Vector-borne diseases account for more than 17% of all infectious diseases across the globe. 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. Our Professional Pest Management and Mosquito Management product ranges offer protection against a broad range of pests, creating healthier environment for the communities we serve.

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.

At Envu, **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.



[1]World 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

Malaria, dengue and tropical neglected diseases are United Nations SDG 3 priorities

In 2022, nearly half of the world's population was at risk of malaria – a vector-borne disease – carried by mosquitoes, **with an estimated 249 million cases yearly. 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]

The road to a malaria-free world is fraught with challenges: insecticide resistance, high vector biodiversity, physical durability of insecticide-treated nets and availability of funding. 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.

About half of the world's population is now at risk of contracting dengue virus[3] – 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.**

Focus on Envu contribution

Vector control is the most efficient means to preventing and controlling malaria, dengue and other tropical neglected diseases. We are committed to developing and commercializing new technologies in mosquito management to support mosquito management programs across the globe.

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 vector control solutions and investing in the next generation of mosquito management scientists. Envu is also active in conducting studies to evaluate the performance and impacts of its vector control solutions post-applications. For example, Envu contributed to 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.

As we look to the future, we aim to keep growing our impact in the world of professional pest and mosquito management, supporting this ambition with a variety of new innovation partnerships. A recent example of that commitment, further detailed in next year's Sustainability Report, is the recent acquisition of Netherlands-based In2Care, a company specializing in novel mosquito control technologies.

Key strategies

- 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.
- Develop low-impact insecticide solutions to protect households from malaria and dengue.
- Support customers in the proper and safe use of Envu products by performing targeted 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.

[1] World Health Organization, Malaria.
[2] Envu, The Burden of Malaria.
[3] World Health Organization. (2023, March 17). Dengue and Severe Dengue.

CASE STUDY | FOCUS ON VECTOR-BORNE DISEASE CONTROL

Water-based mosquito control testing in Amapá, Brazil

In collaboration with researchers from the Institute of Scientific and Technological Research of Amapá (IEPA), Brazil, a new water-based insecticide was tested for the first time in Amapá.[1] Fludora® Co-Max is a newly developed, dual-mode-of-action space spray from Envu that significantly improves the efficacy against resistant mosquitoes compared to solo insecticides and helps to slow down development of resistance. This water-based solution is formulated using our well-known FFAST anti-evaporant technology. Comparing to conventional methods of using hydrocarbon-based diluents, the same efficacy results can be achieved when diluted in water, making it a more sustainable option for our customers.[2]

The initiative took place in the Brasil Novo neighborhood, located in the Northern Zone of Macapá, an area experiencing a high level of mosquito infestation carrying the dengue virus. The field trial, which occurred from January to May 2024, was focused specifically on the municipality of Macapá and was supported by the Macapá City Government through the Municipal Health Surveillance Department.

The research institute initially implemented a rigorous scientific protocol to assess mosquito infestation levels. Traps were placed in homes in the area to collect mosquito eggs. Additionally, mosquitoes were collected and counted in residences. The district was then treated with Fludora® Co-Max, an Envu product proven to be effective against *Aedes aegypti* mosquitoes, which transmit dengue, Zika and chikungunya. This product, already approved by the World Health Organization (WHO), was tested for the first time in Amapá, Brazil. We were able to measure the positive impact through the monitoring of results in mosquito control following the application of the Fludora Co-Max as well as through actively listening to the residents of the neighborhood where the initiative was carried out.

Envu is dedicated to advancing mosquito management by providing innovative and responsible insecticide solutions for controlling mosquitoes within households. This effort not only yields valuable insights into the field applicability of our product Fludora Co-Max but also contributes to mosquito control in the city of Macapá, enhancing public health and well-being. Furthermore, the initiative raised awareness about the mosquito life cycle and common breeding sites within homes, offering simple methods to eliminate these sites. It also helped control mosquito populations in households using Fludora Co-Max, promoting better health and well-being. This work played a significant role in reducing the incidence of diseases transmitted by mosquitoes in Macapá.

[1]Inseticida à base d'água usado contra o mosquito Aedes aegypti é testado pela primeira vez no AP | Amapá | G1
[2]Tan Meng Sheng (2023) Comparison of Carbon Emission for Diesel Fuel Thermal Fogging and Fludora Co-Max, a water-based formulation, Thermal Fogging, Singapore Environment Council Department of Certification

CASE STUDY | FOCUS ON VECTOR-BORNE DISEASE CONTROL

Fighting monkey malaria in Malaysia with K-Othrine® PolyZone® insecticide

According to the World Malaria Report 2024 published by WHO, Malaysia has reported zero cases of human malaria for six consecutive years and is heading toward the elimination phase to be considered malaria-free. However, there has been a sudden surge in the number of zoonotic malaria cases – malaria infecting both animals and humans – with 2,879 cases reported and 14 deaths occurring in 2023.[1] This alarming rate of incidents has triggered various stakeholders to assess and understand the situation with zoonotic malaria in order to find out the best solution to prevent any malaria outbreak in the country.

This zoonotic malaria in Malaysia has been found to be originating from monkeys, with mosquitoes from the *Anopheles leucosphyrus* group *(An. balabacensis, An. cracens, An. latens)* acting as the vector for the malaria parasite.[2] Zoonotic malaria is different from human malaria and therefore requires different solutions. Mosquitoes that transmit human malaria are known to be indoor vectors and are often treated with indoor residual spraying (IRS). Yet, this control method is less effective for vectors of zoonotic malaria as the mosquitoes are normally outdoor biters and rest outdoors. This situation has prompted Malaysia to be the first to carry out studies on outdoor residual sprays (ORS). K-Othrine® PolyZone® insecticide, a polymer-enhanced insecticide formulation by Envu, has distinct features that help in controlling zoonotic malaria. It provides effective residual control even in harsh weather condition, providing good efficacy, longer protection over time (residual effect) and minimum disruption on the environment.

Field trials were also conducted in collaboration with Institute Medical Research of Malaysia (IMR) in carefully selected local villages in Sabah and Sarawak to study the effectiveness of K-Othrine PolyZone insecticide for mosquito management and the impact of its application toward the environment and people.[3,4] Protecting lives across the globe requires multi-stakeholder partnerships and anticipation. Envu is proud to have contributed to lowering the risk of new human Malaria outbreak in Malaysia.

[1] World Malaria Report 2024
[2] Su, X. and Wu, J. (2021). Zoonotic Transmission and Host Switches of Malaria Parasites. Zoonoses, 1(1)
[3] Indoor and Outdoor Residual Spraying of a Novel Formulation of Deltamethrin K-Othrine® (PolyZone) for the Control of Simian Malaria in Sabah, Malaysia | PLOS One
[4] Outdoor Residual Spray for the Control of Monkey Malaria Vectors in Sarawak, Malaysia

Protecting vital infrastructures and food supplies

Focus on protecting food supply

In 2022, **food insecurity affected nearly 258 million people across 58 countries,**[1] 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.**[2] 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.**[3]

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.

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.

The battle against these pests begins with preparing the grain stores. 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,[4] 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, Envu is looking for ways to improve solutions and bring new solutions to our portfolio.

CASE STUDY | FOCUS ON PROTECTING FOOD SUPPLY

Industry partnership for stored grain protection

Envu is committed to the future of stored grain pest control, and as such, we thrive to find the balance between innovation and safeguarding the future of current solutions that have demonstrated benefits for years in the market, like K-Obiol insecticide.

In 2024, we engaged in a multi-stakeholder scientific study led by EPPA, a specialized consultant in partnership with the European Union and entities in the food and feed industry. This work aimed to evaluate and compare chemical and nonchemical alternatives to a specific substance or practice, considering effectiveness, safety, environmental impact and technical requirements to provide authorities with unbiased data on the suitability of alternatives.

This study provided the industry-valuable insights demonstrating that an integrated approach is necessary for effective pest control on grain. Despite innovation efforts, no alternative method is currently able to provide long-lasting protection against a broad range of grain pests. Nonchemical methods are efficient tools for early infestation detection and prevention for reinfestation, while chemical methods are the best fit for a high-infestation situation as well as long-lasting protection with a cost-effective benefit.

It is very important for us to work hand in hand with our stakeholders to define the grain pest control solutions of tomorrow and keep working to develop products answering customer needs.

[1] World Vision. (2024, March 18). Global Hunger: 7 Facts You Need to Know.
[2] USDA Agricultural Research Service. (2023, July 12). Finding Creative Solutions to Fight Food Waste and Loss.
[3] Food and Agriculture Organization of the United Nations. (2022, September 29). Tackling Food Loss and Waste: A Triple Win Opportunity
[4] Envu Grain Protectant Guidebook

Focus on protecting infrastructure

Within the Industrial Vegetation Management and Professional Pest Management portfolios, we help protect what matters. Land, buildings and infrastructures that we use in our daily lives often face threats presented by unwanted, invasive or noxious weeds or pests like termites.

We collaborate innovatively with our partners to deliver advanced solutions that work as proactive measures rather than reactive to help society face complex challenges like protecting and enhancing the safety of roadways, railways, bareground and utility corridors while being mindful of our natural environments.

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.

CASE STUDY | FOCUS ON PROTECTING VITAL INFRASTRUCTURES

Protecting what matters: Advancing termite control for a changing world

Termites are one of the most persistent and costly challenges to structural integrity worldwide, threatening homes, businesses and even treasured cultural landmarks. Their ability to silently damage structures over time makes effective termite control essential – not just as a protective measure but as a long-term investment in preservation.

For two decades, Envu Agenda™ SC termiticide has been part of the solution. By addressing complex termite challenges with a combination of scientific precision and responsible practices, Agenda SC insecticide has emerged as a trusted solution for professionals and communities alike. Its success is not just a testament to performance but to its ability to adapt and protect the places we call home, conduct business and preserve our shared history.

What sets Agenda SC insecticide apart is its ability to adapt to the evolving demands of the pest control industry. As markets increasingly value precision and accountability, Agenda SC insecticide offers solutions that are both effective and aligned with regional requirements. Agenda SC insecticide is applied with precision and care, ensuring treatments are both targeted and responsible. This commitment to stewardship is key to its success, protecting structures from termites while building trust with the professionals who rely on it.

As the pest control industry evolves and pests adapt, our focus must shift from reactive measures to forward-thinking solutions that balance immediate challenges with long-term goals.

In key markets, certifications such as MyHIJAU in Malaysia and GreenPro in India emphasize Agenda SC insecticide's compliance with local regulations and its commitment to environmentally conscious practices – all while maintaining consistent and reliable performance.

CASE STUDY | PROTECT VITAL INFRASTRUCTURES

Smart Weeding System helps vegetation managers target invasive species in Europe

Traveling by train is one of the most environmentally friendly forms of transportation. However, vegetation around railways can cause serious security concerns. 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 2024, 53,000 km of railways were protected with the sustainable innovation of the SWS technology.

In 2024, 53,000 km of railways were protected across Europe with the sustainable innovation of the SWS technology. Protection does not necessarily mean application of herbicides. SWS technologies enable the detection of the presence of weeds while the train is moving and applies herbicide only if necessary. With the Smart Weeding System's advanced technology, up to 53,000 km railways are protected and only half of this coverage requires weed treatment. On top of ensuring passengers and freight safety, our dedicated teams are proud to help control invasive species such as Japanese knotweed 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.

Future outlook for healthier spaces and people

Under this pillar, Envu aims to protect people and the spaces we live in while being mindful of the impacts of our activities. We work toward providing smarter and safe solutions that help in preventing the spread of disease, protecting essential infrastructure and safeguarding our food supply. From this step forward, we take initiative to shift our focus from reactive responses to proactive solutions that balance today's challenges with long-term goals. We continue to innovate and deliver safer, sustainable solutions without compromising their performance while ensuring people's well-being and preserving valued spaces and vital infrastructures for a better and healthier future. We also look forward to explore more initiatives that can be employed to ensure responsible conduct of our products and solutions throughout their whole life cycle as part of our commitment to portfolio stewardship.

KPI	2023 (Base Year)	2024	Envu Midterm 2026 Target
Number of tons of grain protected	63 million	70 million	75 million
Number of households protected from vector-borne diseases (malaria and dengue)	7 million	7.9 million	8.8 million[1]
Number of km of railways protected by the Smart Weeding System	50,000 km	53,000 km	75,000 km

[1]Across 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.

Strategic Pillar 3:

Decarbonizing the value chain

TAKING ACCOUNTABILITY ACROSS THE VALUE CHAIN

Leading our business as a 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. Together with our partners and customers, we incorporate climate considerations into our business efforts to effectively manage risks and demonstrate value to our customers and investors.

KEY ACTIONS

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

UNSDGs ALIGNMENT

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

Decarbonizing the value chain

Accelerating action

Through detailed data collection and data-driven insights from Scope 1 to Scope 3, we identified key areas where we can reduce our carbon footprint and drive meaningful change. By collaborating with suppliers, optimizing operations and investing in sustainable innovations, we aim to implement impact mitigation practices at various stage of our business. Our commitment to decarbonization ensures that we are meeting regulatory requirements and actively contributing to a more sustainable future for our industry and the communities we serve. Science is the base of our actions. **We therefore took the decision to pursue SBTi-aligned, near-term GHG reduction targets, aligned with the Well Below Two Degree Trajectory.**

Supplier collaboration at the forefront of our decarbonization strategy

As an asset-light company, Envu operates in a complex supply ecosystem where we partner with multiple third-party manufacturers for the formulation of our products, which we then distribute directly or through business partners. As a consequence, the majority of our carbon footprint sits within our supply chain, Scope 3 upstream, making supplier collaboration a fundamental part of our decarbonization strategy. We actively engage with our manufacturing partners to uphold high environmental standards, encourage the use of renewable energy and drive more sustainable production processes. By fostering strong partnerships and holding our suppliers accountable to rigorous commitments, we extend our impact beyond our own operations, ensuring that sustainability is embedded across our value chain. Partnership with other players in the chemical industry is vital for our success as getting access to suitable sources of lower GHG emissions ingredients will be crucial for Scope 3 reduction.

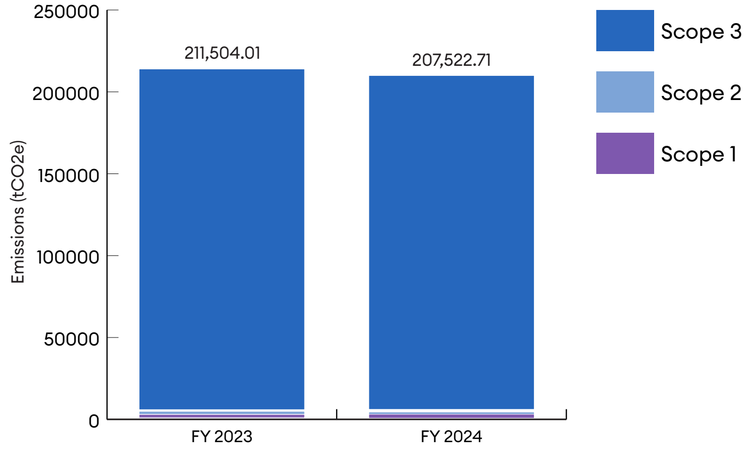
Key strategies

- Near-term GHG reduction target aligned to the Science Based Targets initiative (SBTi).[1]
- Disclose CO2 emissions Scope 1, 2 and 3 annually. Align CO2 emissions disclosures to CDP standard for the 2025 report. Conduct sustainability training for all employees in 2024.
- Life cycle assessment (LCA) on selected solutions by 2026.
- Researching the climate impacts of our native rangeland restoration solutions and pursuing a product solution to develop verified carbon removal and avoidance outcomes for landowners and managers.
- 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 2026.

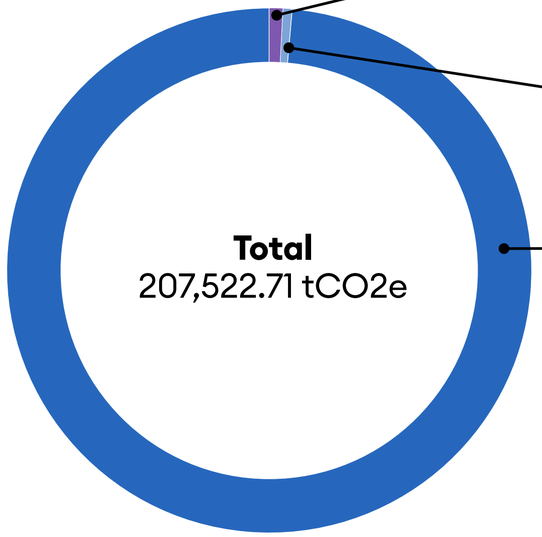
[1]Our SBTi targets (currently under validation) are aligned with business ambition 1.5°C for Scope 1 and 2. For Scope 3, we are aligned with business ambition well bellow 2°C.

Our 2024 GHG emissions at a glance

FY24 vs. FY23 (Base Year) Emissions, tCO2e



FY24 Scope 1, 2 and 3 Emissions, tCO2e



Scope 1 (tCO2e)	2,376.37
Natural Gas (Stationary Combustion)	250.71
Fleet (Mobile Combustion)	2,062.16
Fugitive Emissions	63.50

Scope 2 (tCO2e) (Market-Based)	1,340.31
Electricity (Grid)	1,110.13
Purchased Heat and Steam	230.18

Scope 3 (tCO2e)	203,806.03
Cat 1 - Purchased Goods and Services	186,473.63
Cat 2 - Capital Goods	1,115.85
Cat 3 - Fuel- and Energy-Related Activities	879.35
Cat 4 - Upstream Transportation and Distribution	10,736.33
Cat 5 - Waste Generated in Operations	31.87
Cat 6 - Business Travel	3,276.40
Cat 7 - Employee Commuting	513.00
Cat 9 - Downstream Transportation and Distribution	327.90
Cat 12 - End-of-Life Treatment of Sold Products	451.70

In FY24, our Scope 1 and 2 emissions increased by 2.62% compared to FY23. With this increase, we are continuously strengthening our ongoing efforts to optimize fleet efficiency and enhance energy management in our facilities. For Scope 3, we recently included Category 12 over the course of 2024, which shows a higher number compared to 2023 in alignment with our sales growth (see page 119). Over the course of 2024, we have yet to take actions to optimize Category 12 GHG footprint, but various potential measures to control are currently being studied. **Our overall Scope 3 upstream emissions demonstrate a 2.93% reduction** in a context where our top-line turnover grew above market. This reduction is largely driven by improved supply chain efficiencies and strategic inventory management. As we continue our decarbonization journey, our focus remains on collaborating with suppliers, increasing renewable energy adoption and driving emission reductions across our value chain, where our greatest impact lies.

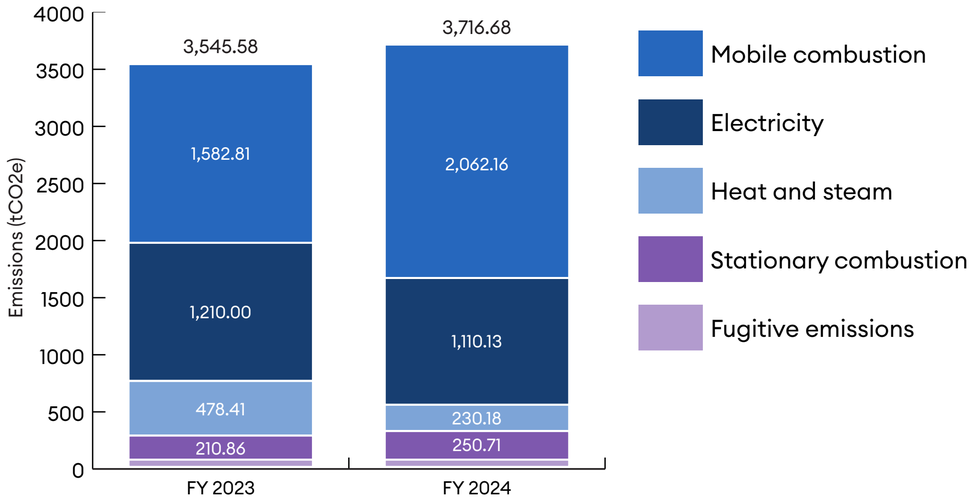
Recalculations of GHG Emissions for FY23 Base Year

The year 2023 was our baseline year. Over the course of 2024, we refined some data categories and gained better insights on actual data. Between our previous year's report and this year, we have recalculated:

- Scope 1 - Fleet data: We were able to retrieve accurate data for fleet in Latin America and Asia-Pacific as compared to using estimated data in the previous year's report.
- Scope 3 Cat 7 - Employee commuting: We improved data collection through employee surveys.
- Scope 3 Cat 5 - Waste generated from operations: We were able to collect actual data compared to using estimated data in the previous year's report.
- Scope 3 Cat 9: Downstream transportation and distribution was added and included in our GHG inventory.
- Scope 3 Cat 12 - End-of-life treatment of sold product: This category was recently added and included in our GHG emission calculations.

Controlling our direct emissions: Scope 1 and 2

FY24 vs. FY23 (Base Year) Scope 1 and 2 Emissions, tCO2e



At Envu, our Scope 1 emissions primarily come from the operation of our global fleet, which consists of approximately 278 vehicles. These vehicles are essential for our field operations, customer engagement and business activities. Our Scope 2 emissions, on the other hand, stem from the electricity and heating purchased for our three main office locations and four R&D centers. While our direct emissions are relatively low compared to our overall carbon footprint, we remain committed to identifying opportunities to enhance energy efficiency, transition to renewable energy sources and explore lower-emission vehicle alternatives to further reduce our environmental impact.

As part of our SBTi targets, we are committed to reducing our Scope 1 and 2 emissions by 42% by 2030 from the base year 2023.

In 2024, our efforts to optimize floor space and reduce consumption at our German R&D center resulted in a 51% decrease in emissions from purchased heat and steam. In 2025, we are relocating our Germany R&D activities in a new building, where we focused on floor space optimization and energy efficiency. We ambition to significantly reduce overall GHG emissions from our 2023 baseline with this transition.

Our overall Scope 1 and 2 emissions increased by 2.62% compared to 2023, mainly driven by the increase in our global fleet. This is aligned with the growth of our activities over the period. Fleet optimization is an area of scrutiny for the next years.

Decarbonization levers supporting Scope 1 and 2 targets

Electric vehicles in Envu fleet

Envu is actively exploring the integration of electric vehicles (EVs) into our fleet to reduce Scope 1 emissions. Currently, 48% of our European fleet is EV. We have further plans to increase EU fleet to EV by 2030. We also plan to transition a section of our American fleets, which constitutes 40% of our total fleet, to EV by 2030.

Flex fuel vehicles in Brazil

In line with Brazil's national trends, Envu plans to move our vehicles to flex fuel vehicles that can run on ethanol, a more sustainable alternative to traditional gasoline.

Fuel efficiency savings

We continuously assess and optimize our fleet operations to improve fuel efficiency, reducing both costs and emissions.

Office space optimization

Envu is optimizing office spaces by adopting energy-efficient designs and flexible work arrangements. In Germany, we plan to move to a new location by the end of 2025, which will help us reduce our consumption with a more modern building and include improved heating and insulation designs.

Renewable energy procurement

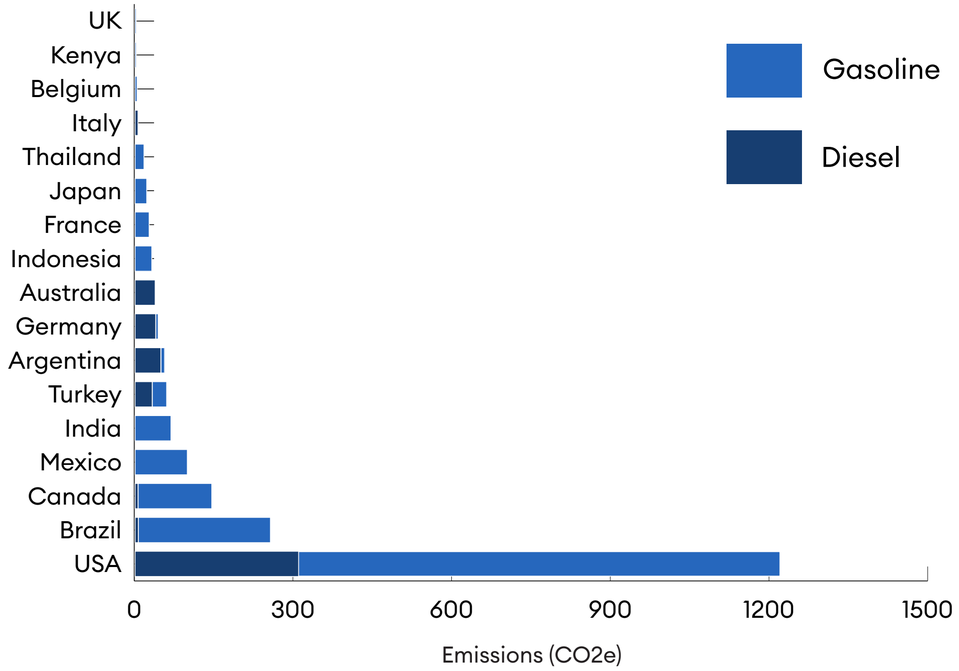
To further reduce Scope 2 emissions, Envu will increase our procurement of renewable energy certificates (RECs) to support clean electricity use across our offices and R&D centers. By investing in RECs, we are directly contributing to the expansion of renewable energy generation while reinforcing our commitment to a low-carbon future.

Energy consumption within Envu

Energy Consumption at Site: 2024

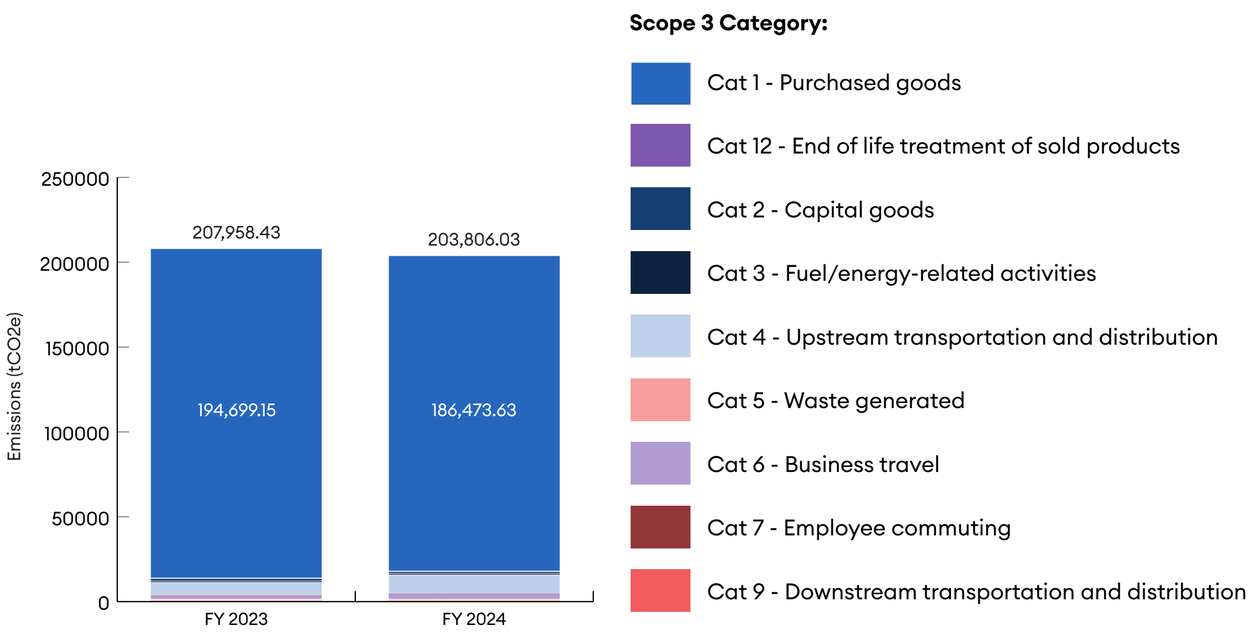
Facility	Calculation Method	Location-Based		Market-Based	
	Footprint Source	Emissions (tCO2e)	Energy Used (kWh)	Emissions (tCO2e)	Energy Used (kWh)
Brazil Office	Purchased Electricity - Facility	4.41	59,137.49	7.94	59,137.49
Brazil Research and Development Paulinia	Purchased Electricity - Facility	11.23	150,800.00	20.24	150,800.00
France Office	Purchased Electricity - Facility	4.88	76,088.87	9.51	76,088.87
Germany Office	Purchased Electricity - Facility	348.54	950,230.13	649.99	950,230.13
	Purchased Heat and Steam	230.18	1,281,459.00	230.18	1,281,459.00
USA Headquarters	Purchased Electricity - Facility	97.25	326,357.00	92.69	326,357.00
USA Research and Development Clayton	Purchased Electricity - Facility	104.19	349,644.00	99.31	349,644.00
USA Research and Development Morrisville	Purchased Electricity - Facility	242.00	812,111.40	230.66	812,111.40
TOTAL	Purchased Electricity - Facility	1,042.69	4,005,827.89	1,340.51	4,005,827.89

Emissions Related to Envu Global Fleet



Controlling our indirect emissions: Scope 3

FY24 vs. FY23 (Base Year) Scope 3 Emissions, tCO2e



In 2024, we delved into data to improve quality of our Scope 3 reporting and steering. We have calculated emissions for all our material categories in Scope 3. As per our SBTi targets, Envu also commits that 33% of its suppliers by emissions covering purchase goods and services will have science-based targets by 2030. Envu further commits to reduce absolute all other Scope 3 GHG emissions from purchased goods and services by 25% within the same time frame. It is important to note that around 93% of our upstream emissions in Scope 3 derives from the purchase of goods and services (Category 1). This primarily includes emissions from purchase of raw materials such as chemical compounds, packaging and manufacturing activities at our third-party manufacturers. Our upstream Scope 3 emissions decreased by 2.93% compared to 2023 despite growth of our turnover above market over the period.

This reduction in emissions is driven primarily by strategic inventory management and operational efficiencies. By optimizing our supply chain and leveraging existing inventory, we were able to meet demand while reducing the need for additional procurement, contributing to a lower carbon footprint. **Overall, on Scope 1 to 3, our GHG intensity (per revenue) in 2024 is 0.22 tCO2e per 1,000 USD of revenue vs. 0.24 tCO2e in 2023, representing an intensity reduction of 9% (details on calculation page 119).**

Decarbonization levers supporting Scope 3 targets

As part of our SBTi WB2°c target, Scope 3 reduction will play a key role.

Supplier engagement

The majority of our emissions come from the energy and raw materials used for the formulation of our products at our third-party manufacturers. We are actively working with our manufacturing partners to improve their energy efficiency and set emission reduction targets.

Packaging optimization

Envu is working on a project to optimize its packaging across all products. This will help us in identifying opportunities in packaging reduction as well as to move to sustainable materials for packaging wherever possible. On top of GHG optimization this will also enable higher flexibility in our supply chain, which is very important to keep serving our customers at best.

Raw material procurement

Our global procurement and sustainability teams are working on assessing our key strategic raw material suppliers on their climate change commitments to ensure that we work with suppliers who align with our decarbonization goals.

Transportation and distribution

Envu is actively working on optimizing its distribution network to increase the number of warehouses and to place them closer to customer locations. This helps us reduce the distance our products have to travel to reach our customers, in turn reducing our carbon footprint from transportation.

Efficient supply chain management as a lever for emissions reduction

Envu has undertaken a comprehensive effort to enhance the efficiency and diversity of our supply network. In the past, the majority of Envu products were manufactured by a small number of suppliers concentrated in a few main production facilities. This centralized model made our supply network more vulnerable to supply and demand disruptions, limiting our ability to respond swiftly and sustainably to changing market conditions. To tackle this challenge and to diversify our supply chain, we have identified and contracted a panel of capable suppliers, ensuring they meet environmental regulatory, safety and trade compliance standards *(see sustainable procurement section page 75)*. By becoming less reliant on few suppliers, we gain the ability to independently manage our supply chain, which not only translates into better cost control and improved quality assurance but also helps us reduce supply chain risks and increase resilience.

As a part of this project, we are relocating certain productions closer to our customers, improving our responsiveness to market demands. By shortening the distance products need to travel from production sites to customers, we can significantly reduce the carbon footprint associated with transportation and distribution, directly contributing to a reduction in Scope 3 emissions.

Moving production closer to customer locations enables more responsive and efficient production schedules, reducing the need for large inventories and minimizing product waste. This not only improves operational efficiency but also decreases emissions related to excess manufacturing, warehousing and storage.

Overall, this project supports our decarbonization strategy by reducing transportation-related emissions, optimizing resource use and promoting energy efficiency across our supply chain.

CASE STUDY | CONTROLLING GHG EMISSIONS SCOPE 3

Local sourcing for packaging in LATAM

Our Latin America (LATAM) team has optimized the supply chain by adopting local sourcing for packaging, partnering with reliable vendors closer to our centers in Brazil. As an example, previously, the dosed cups used for packaging was imported from India, but they are now sourced locally, reducing transportation distance by up to 10,000 km. Similarly, our 250 ml bottles, previously imported from Argentina, are now locally sourced, cutting transportation distance from 2,900 km to just 400 km. This localization strategy not only delivers significant annual cost savings but also enhances efficiency by reducing lead times from 180 days to just 30 days. Shorter transportation distances contribute to a lower carbon footprint by reducing fuel consumption and emissions, directly affecting overall Scope 3 emissions.

CASE STUDY | CONTROLLING GHG EMISSIONS SCOPE 3

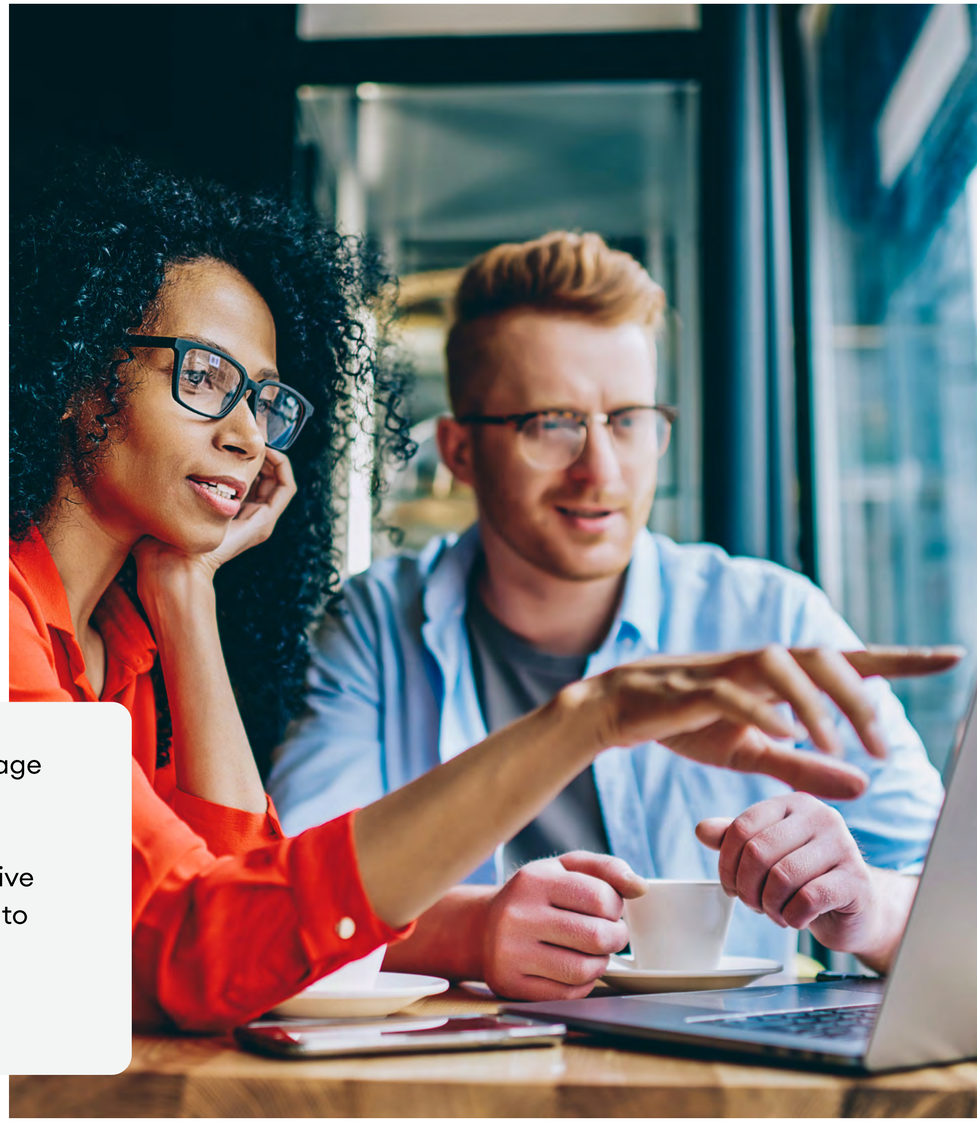
Partnering with committed partners to decarbonize our IT footprint

The solutions we build and maintain to deliver IT services are critical to our business operations and a significant corporate expense. This includes everything from the devices and desktops we use daily to the servers and software that operate our Enterprise Resource Planning (ERP) solution. Through responsible sourcing, not only can we ensure the solutions are fit for purpose but that they are also in alignment with Envu sustainability goals and objectives. Our sustainability commitments and visions remain as a key aspect during service provider evaluation and selection. Some of our business partners who share our vision:

- **Microsoft Azure** is our primary cloud service provider whose sustainability goals include 100% renewable energy by 2025, replenishment of more water than they consume by 2030, zero-waste certification by 2030, and net-zero deforestation from new construction.[1]
- **Accenture** is one of our key service providers that is on track to meet net-zero targets by 2025. As of the end of FY24, Scope 1 and 2 emissions decreased 89% from its FY19 base year against its 2030 target, primarily due to a mix of achieving 100% renewable electricity in facilities in 2023 as well as driving energy-efficient practices where possible.[2]
- **Lenovo** is the provider of over 1,000 employee devices across the organization. Lenovo was the first PC and smartphone maker and one of the first 139 companies in the world to establish a net-zero emissions target.[3]

"Information technology plays a role in GHG footprint reduction. Reshaping our data storage infrastructure enabled us to reduce the associated GHG footprint by 25% in 2023. Having built a fully hybrid environment, we gave 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 Sustainability team to create a data-driven strategy."

— Dell Joshi, Chief Information Officer



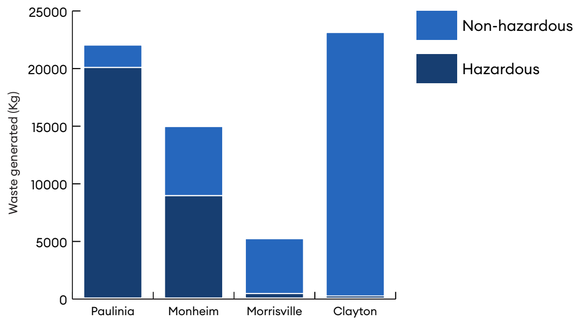
[1] Azure Sustainability – Sustainable Technologies | Microsoft Azure
[2] Corporate Sustainability | Accenture
[3] Sustainability | Lenovo U.S.

Reducing carbon footprint through waste and resource management

Waste management

As of the end 2024, we do not operate any manufacturing plants. The amount of waste generated is insignificant. Yet, we do employ waste management policies in all our offices and R&D centers. Envu laboratory facilities (Paulinia in Brazil, Monheim in Germany, Clayton and Morrisville in the USA) track and dispose of hazardous waste through specific instructions, incineration or vetted waste disposal service providers in compliance to global and local procedure and regulations. Non-hazardous waste from Envu office sites is sorted and disposed of according to local regulations – mainly involving recycled waste, electronic waste and general waste. Additional site-specific initiatives are implemented to support our commitment to responsible waste management.

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 also translates to a GHG reduction during transport.

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

Glove recycling program in the Morrisville R&D lab

Our R&D center in Morrisville uses a sizable amount of gloves for their daily activities, and it is estimated around 90 boxes per year. Starting November 2024, we took initiative to implement a glove recycling program at the lab, encouraging our employees to dispose clean and lightly used gloves separately to be recycled into consumer products. The weight of accumulated gloves is tracked periodically to measure the total amount of waste diverted from landfills over time. Small impacts like this still positively contribute to reducing our carbon footprint and environmental impact.

Adopting circular economy through second-life furniture

In partnership with our supplier, Haworth, our office in Lyon selected office furniture that aligned with our corporate social responsibility standards. The site is furnished entirely with secondhand chairs refurbished by Label Emmaüs. This company helps unemployed people by providing comprehensive training in essential skills like furniture restoration, 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 non-hazardous waste.
- We are making continuous progress in tracking and reducing waste from operations.

Water management

Envu facilities are largely composed of offices where water comes from public water facilities and is disposed of via public water disposal. 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 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.

CASE STUDY | CONTROLLING GHG EMISSIONS SCOPE 3

Reverse logistics for product packaging in Brazil

In alignment with the recent local environmental regulations in Brazil, Brazil's National Solid Waste Policy (PNRS), Envu implements reverse logistics of packaging to embrace circular economy. To establish an efficient reverse logistics system, our team in Brazil developed several key initiatives including engaging and promoting recycling to customers and collecting after-purchased packaging from customers for a safe and proper disposal. **In 2024, as much as 194.11 tons of waste were diverted through this reverse logistic system.** This included plastics, paper, cardboard and other packaging materials.

To enhance the efficiency of this new system, Envu Brazil also collaborates with specialized partners, including INPEV,[1] ABRASSAM[2] and EuReciclo, each playing a critical role in the environmentally responsible management of waste.

This reverse logistics system enables Envu to oversee and ensure responsible waste management throughout our value chain. By facilitating proper collection and disposal, it not only helps conserve resources but also minimizes the risk of contamination from hazardous materials, reduces landfill waste and contributes to lower greenhouse gas emissions.

"Implementing reverse logistics is a complex but essential task – and in 2024, our teams and partners rose to the challenge. By participating in a responsible collection system, we diverted 194 tons of waste from landfills. This achievement reflects our strong commitment to sustainability and the shared responsibility of protecting the environment throughout our value chain."

— Idallecio de Lima, QHSE Manager, LATAM and
Rodolfo Bezerra, Product Supply Manager, LATAM

[1]INPEV: National Institute for Processing Empty Containers
[2]ABRASSAM: Brazilian Association for Sustainability and Safety in Packaging Management

Strategic Pillar 4:

Safe and inclusive workplace

DEVELOPING TALENTS AND CREATING VALUE

Envu is a company where employees can make a positive impact on the world through their work. The world is our hiring pool with more than 50 nationalities. We hire talents based on skills and capabilities and ensure fair treatment to all to help everyone thrive. At the heart of our culture is a commitment to inclusion and belonging, which shapes how we think and act.

We uphold four core companywide policies that support our commitment to creating a safe, respectful and inclusive workplace: Human Rights Policy, Fairness and Respect at Work Policy, Talent Attraction Policy, and Total Rewards Policy. These are reinforced by our Compliance Management Policy, which sets clear expectations for ethical conduct and professional behavior across all levels of the organization.

KEY ACTIONS

- Be a preferred employer and attract the best talent.
- Cultivate a sense of belonging and inclusion in the workplace
- Ensure employee safety and well-being.

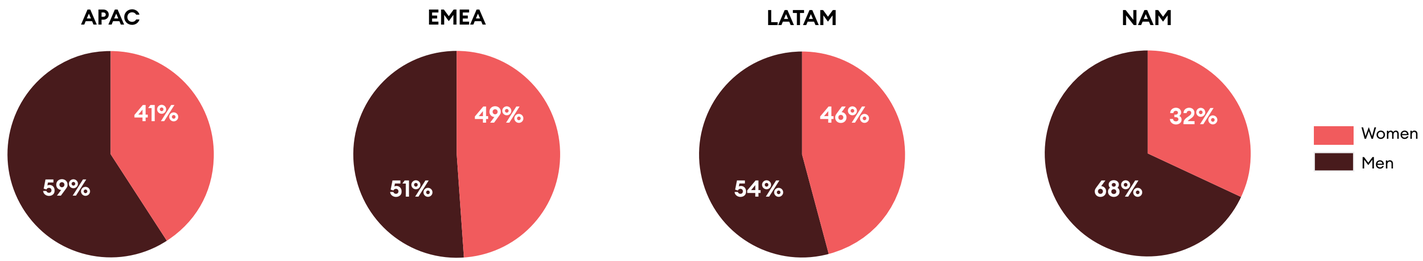
UNSDGs ALIGNMENT

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

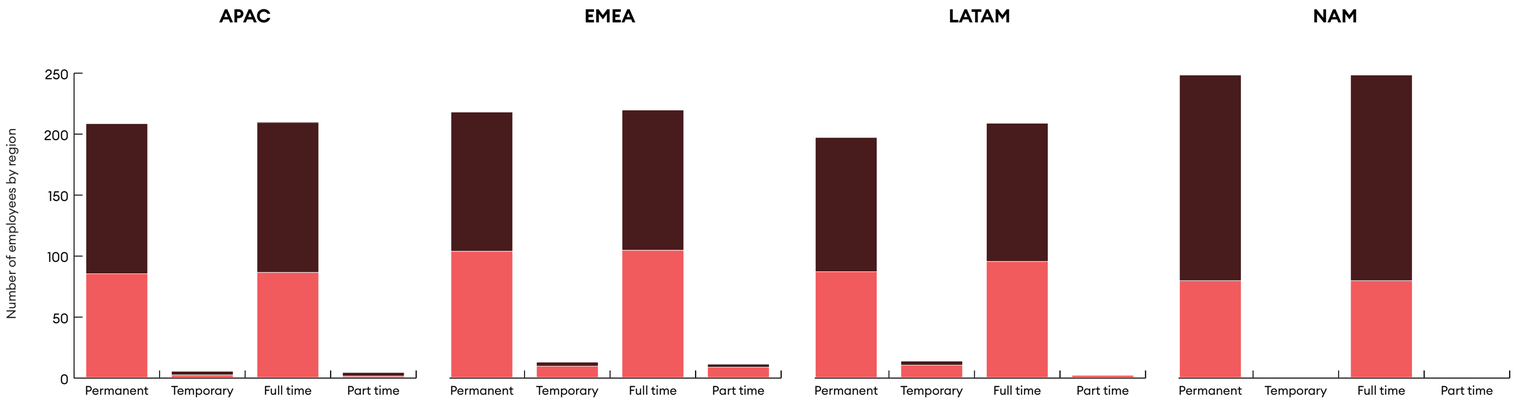
Material Topic	Materiality Impact	Financial Impact
6. Human capital development	High	High
8. Human rights and labor management	Low	Low

Our workforce profile

Total workforce profile by gender and region



Total workforce profile by gender, region and type of employment



962
EMPLOYEES WORLDWIDE

59%:41%
571:391 – MEN VS. WOMEN

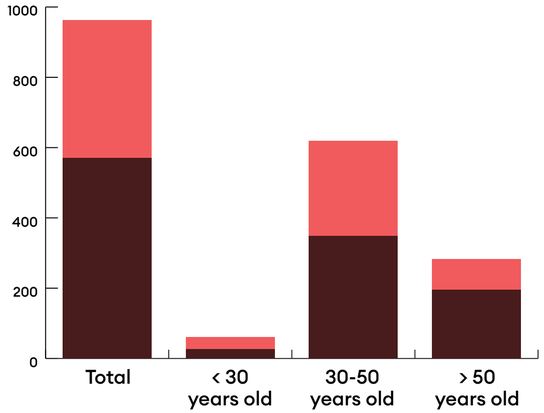
65%:35%
MEN VS. WOMEN IN MANAGERIAL POSITIONS[1]

75%:25%
MEN VS. WOMEN ON THE LEADERSHIP TEAM

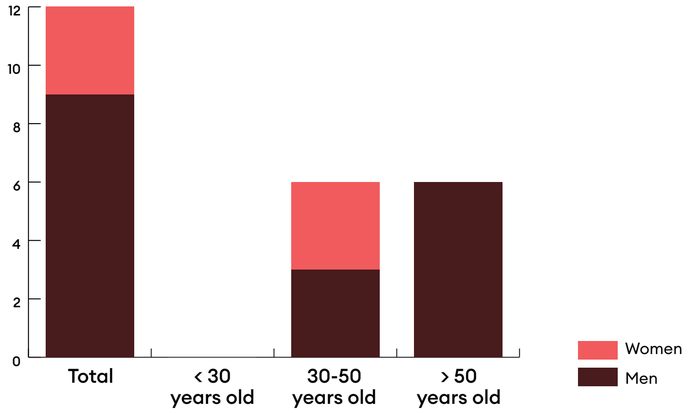
[1](VS 1.3 and above).

Envu workforce profile

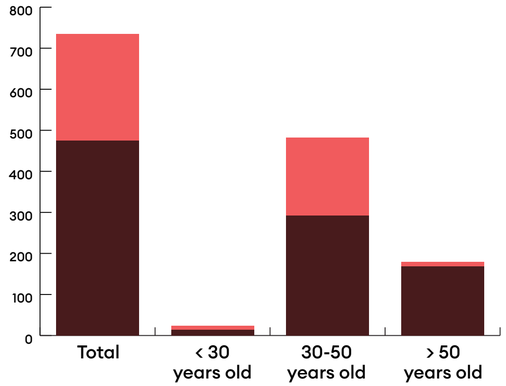
Number of employees in total workforce



Number of employees on the Leadership Team



Number of employees in managerial positions[1]



[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 Envu employees, 121 contractors worked for Envu as of the end of December 2024. Most of these contractors support transformational projects (IT, supply, finance, marketing, HR) and organization stabilization activities, enabling our future growth.

Key strategies

- Integrated talent development program: Ensure fair opportunities for all by providing access to a comprehensive and fit-for-purpose program.
- Foster inclusion: Train all employees on the Envu Fairness and Respect at Work Policy, ESG training, foundational trainings, and functional trainings.
- Sustain workplace excellence: Maintain Great Place To Work® Certification in U.S., France and India every year and extend to other countries of operation.

Talent development

Employee training and development

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

> In 2024, we provided 5,033 hours of training with an average of 5.2 hours of training per employee (both permanent and temporary).

VALUING AND EMPOWERING OUR PEOPLE

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

Our programs are designed to meet a wide range of 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.

TYPES OF PROGRAMS

- Mandatory training: Sessions on 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.

We aim to enhance satisfaction rates on current training programs and to continue to introduce more beneficial initiatives to foster meaningful learning paths, further advancing our cultural values and promoting employee growth and development.

These training programs were delivered via our internal training platform using a combination of virtual and in-person formats. Given the integrated nature of our learning program, we did not track training by gender or region in 2024.

TALENT REVIEW PROCESS

Each year, two sessions of talent reviews for each function are organized with head of talent development, head of PCC and CEO participation, ensuring the right attention to career development from the top and the efficiency of succession planning. These sessions also provide opportunities to address specific talent development needs by function.

ENVU MENTORME PROGRAM

The Envu MentorMe Program is a key part of our learning and development initiative and is designed to provide employees with opportunities for upskilling and career advancement. The program also supports our inclusive culture by allowing mentors and mentees with diverse backgrounds to connect, exchange and build a learning relationship. Through this program, mentors assist mentees in identifying their career and performance goals, pinpointing key skill requirements, and establishing a focused learning path toward these goals.

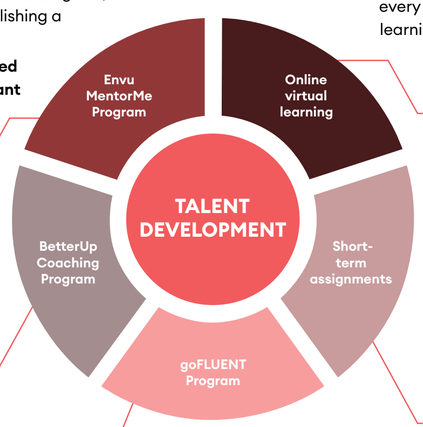
In 2024, the Envu MentorMe Program received a recommendation score of 96% in participant feedback surveys, indicating a strong likelihood of participants to recommend the program to their colleagues.

BETTERUP COACHING PROGRAM

Envu collaborates with BetterUp to provide a transformative coaching platform to all its employees worldwide. The program aims to enhance team performance and engagement with a focus on resilience, agility and emotional intelligence.

GOFLUENT PROGRAM

In early May 2024, Envu partnered with goFLUENT, a comprehensive online language learning platform, to provide our employees learning resources for over 12 languages in forms of structured digital lessons and interactive public conversation classes. Individual lessons were also made available with more intensive focus on pronunciation, writing and presentation skills.



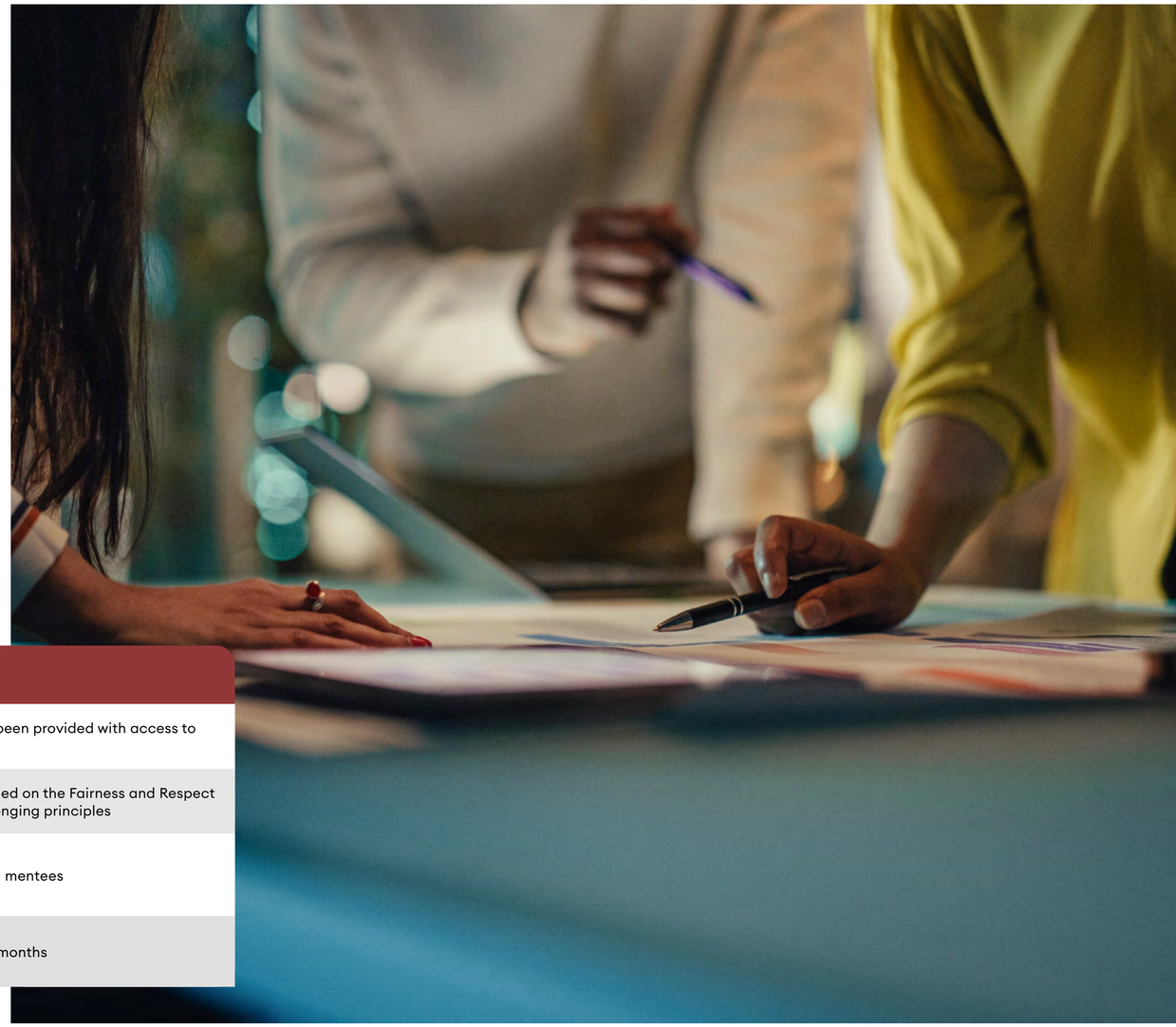
ONLINE VIRTUAL LEARNING

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

- 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.



KPI	2024 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	100% of eligible employees have been trained on the Fairness and Respect at Work Policy, including Inclusion and Belonging principles
Envu MentorMe Program participation rate	180 employees are involved as mentors and mentees
BetterUp Coaching participation rate	447 coaching hours recorded in the last 12 months

CASE STUDY | TALENT DEVELOPMENT

Advancing internal sustainability education through Be a Force With Nature Academy

In August 2024, Envu launched its internal sustainability training program, Be a Force With Nature Academy (BAFWNA). The program's name embodies our fundamental belief that nature and society can coexist and thrive together. By advancing the health of our environments, we contribute to the well-being of societies around the world. Through this initiative, Envu aims to enable employees to understand the impacts of their activities and to empower them to become active contributors to our environmental and societal commitments by driving sustainable practices throughout their daily missions.

In collaboration with AXA Climate, the BAFWNA trainings are internally curated in a way to equip learners with foundational understanding of the concept of sustainability. The program also highlights how Envu approaches sustainability across its operations and seeks to encourage every employee to instill sustainable thinking into their daily work and decision-makings. It offers three different learning stages:

1. **Foundational knowledge on ESG –** Mandatory modules introducing basic principles of ESG and Envu ESG objectives and strategic pillars that drive our sustainability visions.
2. **Function-specific ESG learning –** Semi-mandatory and tailored courses to explore the concepts of ESG from the lenses of their respective departments and understand how they can influence positive impacts within their functional areas.
3. **Advanced ESG learning –** Non-mandatory and supplemental trainings to support continuous learning for those interested in expanding their sustainability knowledge.

BAFWNA is more than just a training program — it is a call to action. Through this training, Envu aims to build a culture of sustainability, inspiring employees to become more aware of the trail of impacts of their activities. As season 1 concludes, BAFWNA demonstrated significant success, achieving a 95% relevance score and an 86% participation rate from over 900 employees worldwide.

As season 1 concludes, BAFWNA demonstrated significant success, achieving a **95% relevance score** and an **86% participation rate** from over 900 employees worldwide.

Career management

When hiring and promoting talent, skills and potential are our top priorities. For this reason, we invest heavily in employee development and have a robust career management program in place to ensure equal opportunities for all employees worldwide. All our initiatives and programs are accessible to every member of our global team. We prioritize the availability of well-being, growth and opportunities of every individual within our organization.

PERFORMANCE REVIEWS

Our company's performance is guided by a scorecard, which is shared openly with all employees each year. Individual performance goals are also linked to this scorecard and entered into a common tool. Quarterly touchpoints are mandatory and serve to foster regular dialogue around performance development. During these conversations, employees can share 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. **During the reporting period, 100% of our employees received a regular performance and career development review.**

EMPLOYEE RECRUITMENT AND RETENTION

Our **Talent Attraction Policy** provides guidance on the process of attracting, recruiting and onboarding employees at Envu. Envu believes in choosing the best candidate for hiring and promotions based on merit and experience irrespective of their demographic profile that has no bearing on a person's ability to do a job. Our **Total Rewards Policy** provides a framework for monetary and nonmonetary compensation for our employees.

In 2024, Envu was awarded with three certifications from Great Place To Work® across our offices in the U.S., France and India.

In 2024, Envu welcomed 168 new employees, with the largest share joining from the EMEA region. The voluntary attrition rate for 2024 stands at 6%, which is well below the industry benchmark. As Envu prepared for an M&A at the end of the year, there were ongoing efforts to optimize operations in Q4 2024. This ongoing restructuring associated with the merger process resulted in a total turnover rate of 17.8% at the end of December 2024.

PARENTAL LEAVES

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

Our strong cultural focus is a key differentiator in attracting talent – this is reflected through our employees' voices that are portrayed through our high positive results in Great Place To Work® surveys.

All Envu employees are entitled to parental leaves. In 2024, 22 employees took parental leaves. In comparison to 2023, our return to work and retention rates increased by 12% in total. This reflects the Envu commitment to providing high work flexibility to its employees to ensure our ability to retain a stable workforce.

EMPLOYEE VOLUNTARY ATTRITION RATE 2024

Region/Age Category	Female	Male	Total
APAC	**10%**	**10%**	**10%**
Below 30	25%	67%	43%
30-50	10%	9%	10%
Above 50	0%	6%	5%
EMEA	**3%**	**4%**	**4%**
Below 30	5%	8%	6%
30-50	4%	5%	5%
Above 50	0%	0%	0%
LATAM	**5%**	**3%**	**4%**
Below 30	0%	22%	8%
30-50	7%	0%	3%
Above 50	0%	0%	0%
NAM	**11%**	**5%**	**7%**
Below 30	0%	20%	11%
30-50	11%	5%	7%
Above 50	13%	3%	5%

	2024
Total number of employees who were entitled to parental leave	100%
Total number of employees who took parental leave	22 (male: 50%; female: 50%)
Total number of employees who returned to work after parental leave	21
Total number of employees who returned to work after parental leave who were still employed 12 months after returning	21
Return to work rate and retention rate	95% (male: 22; female: 21)

CASE STUDY | TALENT DEVELOPMENT

Envu awarded Great Place To Work® Certifications in three countries

Envu is very proud to have received Great Place To Work® Certification in the U.S., France and India. Awarded in June 2024, the distinguished certification is earned based on employee feedback around three key factors: trust, pride and camaraderie.

According to the Great Place To Work organization, companies that achieve certification meet the highest workplace standards and have an environment where employees trust their leaders, take pride in their work and enjoy working with their colleagues. Research[1] also shows that Great Place To Work companies outperform their competitors by 6% and are 15 times more likely to be picked by job seekers.

These accomplishments are a testament to our employees' genuine engagement and their perception of Envu as a workplace that fosters positivity, purpose and fulfillment. These three certifications serve as a pilot project where we look forward to expand this effort to our other sites across the globe in the following years.

"Our Great Place To Work® Certifications in France, the U.S. and India reflect our commitment to an exceptional employee experience. This global recognition not only helps us to continue attracting top talents but also informs senior leadership and employees of key improvement areas, fostering a strong partnership for continuous enhancement."

— Arnoldus Vigara Prawitayoasta, Head of Recruiting & Talent Management

[1]Great Place To Work

Inclusion and belonging (I&B)

With physical presence across the globe, the world is our hiring pool. We hire based on competence and skill set and ensure fair treatment of our employees and equal access to opportunities.

Inclusion and belonging (I&B) are central to who we are at Envu – enabling us to innovate and collaborate effectively within our multicultural workforce of 54 nationalities. With a presence across 42 countries, we see the world as our hiring pool, welcoming talents from various backgrounds, cultures and origins. We are committed to being an equal opportunity employer, selecting candidates based on merit and experience – regardless of race, nationality, gender, sexual orientation, age, or any other factors that have no bearing on a person's ability to do a job. Our core principle for fostering inclusion and belonging is to create a safe and inclusive workplace where every talent feels valued, respected and nurtured.

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. Achieving our vision – **healthy environments for everyone everywhere** – starts with an engaged, inclusive and empowered workforce. Every day, our culture guides our thought processes, actions and self-definition at all levels.

Our approach to I&B is reflected in our cultural trait: **"one team, one dream."** We embrace our differences and see ourselves as a united team working together, each bringing unique perspectives and experiences and all striving toward a common objective. Our ability to collaborate across various backgrounds and leverage our differences as strengths is a crucial element for shaping our culture of inclusion and belonging.

In our ongoing commitment to advancing I&B at Envu, 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 IS UNDERPINNED BY FOUR KEY PILLARS:

- **Building an engaged workforce:** We ensure equal opportunity in hiring and career advancement to build a sustainable, global workforce and strong leadership pipeline.
- **Fostering inclusion:** We work toward fostering psychological safety and belonging for all employees, ensuring engagement and continuous improvement.
- **Upskilling leaders and employees:** We implement voluntary training programs to enhance leaders' accountability and provide employees with the necessary tools to promote I&B.
- **Integrating talent development:** We ensure fair opportunities and foster inclusion throughout the talent life cycle, providing everyone access to continuous learning and growth.

We firmly believe that fostering our strong company culture not only enriches the experiences of our employees but also enhances the overall performance of our organization. An inclusive workplace provides a supportive environment where all employees have equitable access to opportunities for both personal growth and meaningful contribution toward shared goals.

Our Compliance Management Policy guides our human capital efforts by shaping our day-to-day conduct and interactions around three key elements: fair treatment, respectful relations, and the free and open sharing of concerns.

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. We are pleased to report that, during the 2024 reporting year, there were no incidents of discrimination that necessitated corrective actions.

PEOPLE PULSE SURVEY AT ENVU

To assess and monitor the effectiveness of our initiatives in driving inclusion and belonging at Envu, we conduct a companywide People Pulse Survey every quarter. This survey is designed to gather meaningful insights on employees' overall satisfaction and sentiment toward the company, highlighting key areas such as acceptance and inclusion, motivation, work-life balance, and opportunities for growth and development. **In 2024, we achieved an inclusion score of 94% (vs. 92% in 2023), reflecting that the majority of our employees feel a strong sense of acceptance and inclusion at Envu.**

Key strategies

- Leverage the diversity of the Envu workforce to bring forward innovative thinking, attracting and retaining potential talents.
- Foster a culture of I&B throughout the organization and maintain an inclusion score above 90% midterm and long term.
- Integrate talent development: Ensure fair opportunities and foster inclusion throughout the talent life cycle, providing everyone access to continuous learning and growth.
- Utilize quarterly People Pulse Survey and Great Place To Work® Certification to obtain feedback and improvement ideas to sustain talent and culture development at Envu.

In 2024, we achieved an inclusion score of 94% (vs. 92% in 2023) on our People Pulse Survey.

Fostering I&B with our DRIVE groups

DRIVE groups at Envu are dynamic Employee Resource Groups (ERGs) dedicated to fostering our workplace culture. These groups connect colleagues across borders and functions, providing a platform to make a tangible difference in shaping the workplace. They promote mutual respect, ensure inclusion for all, amplify voices and advocate for equity in all aspects of the workplace. Events and programs led by DRIVE groups can be seen as an opportunity for upskilling, networking and building communities within our global workforce. These grassroot, bottom-up initiatives allow employees to bond outside of working context, share experiences, and encourage personal or professional development. They are open to all employees on a voluntary basis.

Envu DRIVE groups in 2024 consisted of the Female Leadership, Ethnicities, LGBTQIA+, Young Talents, Working Parents and Families, and Disability and Neurodiversity, and we expect to have a new group for Veterans in NAM for 2025. Each group is voluntary and open to all. Through their initiatives and collective action, the DRIVE groups contribute to creating a safe space where employees feel valued, respected and empowered to thrive. Employees are also welcome to initiate new groups at their own initiative.

Over the course of 2024, each DRIVE group developed a roadmap to promote a supportive environment overall. These roadmaps outline their goals and objectives together with their key action plans to further enhance inclusion and belonging at every level and site of Envu.

CASE STUDY | INCLUSION AND BELONGING (I&B)

The first Female Leadership Forums at Envu

At Envu, we currently have 41% female representation among our total workforce. Like every employee, we empower women to enhance their professional experience through building relationships, driving allyship, and enabling equal access to opportunities for growth and advancement. In 2024, our Female Leadership DRIVE group successfully implemented their first biannual leadership forums in May and November.

These interactive sessions are open to all and act as a platform that allows all employees, on a voluntary basis, to gather and discuss key topics such as strategies for personal and professional growth, fostering collaboration, overcoming internal barriers, and creating an inclusive workplace culture.

“Navigating Internal and External Forces on the Path to Leadership” was chosen as the theme for the 2024 Female Leadership Forums. A dynamic group of Envu female leaders were invited as panelists where they shared their experiences and offered valuable, insightful lessons and perspectives. Embracing authenticity in leadership, work-life balance, seizing opportunities, resolving conflicts and building resilience were among the highlighted topics that were addressed in the two dialogues.

“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 inclusion-focused ERG groups (Envu DRIVE), and our investment in an employee assistance program are pivotal. They not only champion our employees’ growth, “Envusiasm” 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 workplace where everyone feels they belong and can thrive – empowering them to advance our mission and positively influence the world.”

— Laura Jacob, Head of People, Culture and Communication

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. In 2024, Envu also became a voluntary member of the United Nations Global Compact.

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 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.

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 addresses our dedication to empowering employee representatives and fostering robust social dialogues. This global policy is applicable to all employees in all countries. Additionally, approximately 22% 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, health and life insurance, vacation, supplemental savings, and retirement plan. Termination-related payments, such as severance, are governed according to the law. Reflecting different customs, opportunities and preferences around the world, additional benefits are offered and vary by country to meet individual needs and the well-being of our employees.

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.

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.

Occupational health and safety

Envu strives to provide a healthy and safe environment for employees, contractors, visitors and the communities we serve.

Envu commits 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.

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.
- 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 almost 1,000 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.

SAFETY BY ALL STRATEGY

Safety BY ALL is an Envu strategy launched in 2024, starting with training and communication in order to equip employees with safety knowledge to develop everyone's ability to act safely every day, everywhere. All Envu employees are required to participate in these trainings and activities. Some trainings have been carried out in 2024, and more courses are planned to be released in the following year.

- Safety BY ALL - Induction training.
- Ergonomics: Launch in 2025.
- Evacuation, fire and electrical safety and first aid: 96% completion for our office in France.
- Road safety: 95% completion companywide.

AT THE OFFICES

Envu 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, Envu subsidizes the purchase of office equipment (desk, chairs, etc.) to ensure employees can work in conditions similar to the ones offered at the office. Additionally, prevention programs are also 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.

"Closing in 2024, our Quality++ strategy has been implemented on schedule, enhancing control over data and manufacturing processes through measures from preproduction to batch release, resulting in significant reduction of customer complaints and production deviations. Similarly, the Safety BY ALL program, supported by global communication and training, has improved safety performance, marked by higher employee training participation and a reduced Recordable Incident Rate.

Looking forward, the QHSE team will continue to focus on ensuring that all QHSE activities and resources are in place to consistently deliver products that meet local regulations and fulfill our commitments to customers. We strive to empower every employee to identify workplace safety risks and adjust their own behavior and the behavior of their colleagues, ensuring everyone returns home safely each day."

— Muriel Crappeel-Balas, Head of Quality and HSE

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, hazards are taken into account and controlled, and risks are reduced as much as reasonably possible.

Regular safety inspections are carried out in all our R&D sites, at least quarterly, by site managers and lab supervisors. These inspections are reported to our global Occupational Health, Safety and Environmental (QHSE) team. In the event of emergency, our labs are equipped with an Emergency Response Plan (ERP) and an internal Emergency Response Team (ERT) on-site.

Specific risk assessments are also 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 undergo 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.

ROAD SAFETY

The Safety BY ALL strategy also applies to all Envu employees when driving for company purposes. On top of the all-employees road safety training, specific trainings dedicated for company-car drivers are deployed. In 2024, 179 drivers were onboarded on the Brightmile application to give them immediate feedback on their driving behavior including contextual road risk, compliance with legal speed limits, distractions, fatigue and eco-consumption. Through regular communication with company-car drivers and their managers, the QHSE team builds a safe driving culture based on behaviors awareness. The program includes rewards and gamification to enhance participation.

OTHER OCCUPATIONAL HEALTH SERVICES

To monitor and adapt to HSE regulatory changes, Envu has contracted with a specialized service provider, Red-on-line.

Envu has also carefully selected occupational health service providers to facilitate access to medical services. Preemployment medical checks are conducted to ensure compliance with local regulations regarding mandatory medical check requirements, which vary across different countries.

In addition to that, we also equip our employees with access to nonoccupational medical services. Every employee has access to online doctor consultation service through Teladoc Health in the U.S. and Mercer ma santé in France. The Employee Assistance Program (EAP), operated by ComPsych, is accessible to all our employees worldwide and offers counseling, legal and financial consultation, and work-life assistance

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.

RISK ASSESSMENT AND HAZARD IDENTIFICATION

Our Global Occupational Safety Risk Assessment Procedure outlines the process for conducting safety risks assessments in all scope of work, workplaces and business contexts, including offices, labs, driving and supplier engagements. It provides clear guidelines on recognizing occupational safety risks and managing them effectively. For certain sites, risk assessments may be a statutory requirement depending on the country and are conducted in accordance with the local legal regulations. The policy emphasizes a systematic approach to safety management, ensuring continuous monitoring and mitigation of risks to protect all employees. It is designed to:

- Demonstrate how to identify hazards proactively.
- Assess both the potential severity and likelihood of those hazards causing harm or damage to Envu employees and contractors.
- Identify ways to eliminate or mitigate the risks to as low a score as is reasonably practicable (ALARP).

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 tools for easily logging and recording injuries. All employees have access to these tools and are actively encouraged to report any HSE or near-miss incident for investigation.

IDENTIFYING HAZARDS AND ASSESSING RISKS

This involves examining the incident site, interviewing witnesses and reviewing documentation to identify potential hazards and assess the risks associated with the incident.

↓

DETERMINING CORRECTIVE ACTIONS

Once hazards and risks have been identified, corrective actions can be determined using the hierarchy of controls. This involves selecting the most effective control measures, starting with elimination, substitution, engineering controls, administrative controls and, finally, personal protective equipment.

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IMPROVING THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

The incident investigation should also identify any improvements needed in the occupational health and safety management system to prevent similar incidents from occurring in the future. This may involve updating policies and procedures, providing additional training, or implementing new safety measures.

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.

In 2024, only one road incident was reported, resulting in minimal injury and 0 sick leave days. Following our safety and health incident reporting procedure, a full investigation was carried out with all stakeholders involved (managers and employees), and there was communication in the region where the accident occurred.

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. Major incidents are shared with the Leadership Team and included in the annual Sustainability Report. This team follows several processes (see chart).

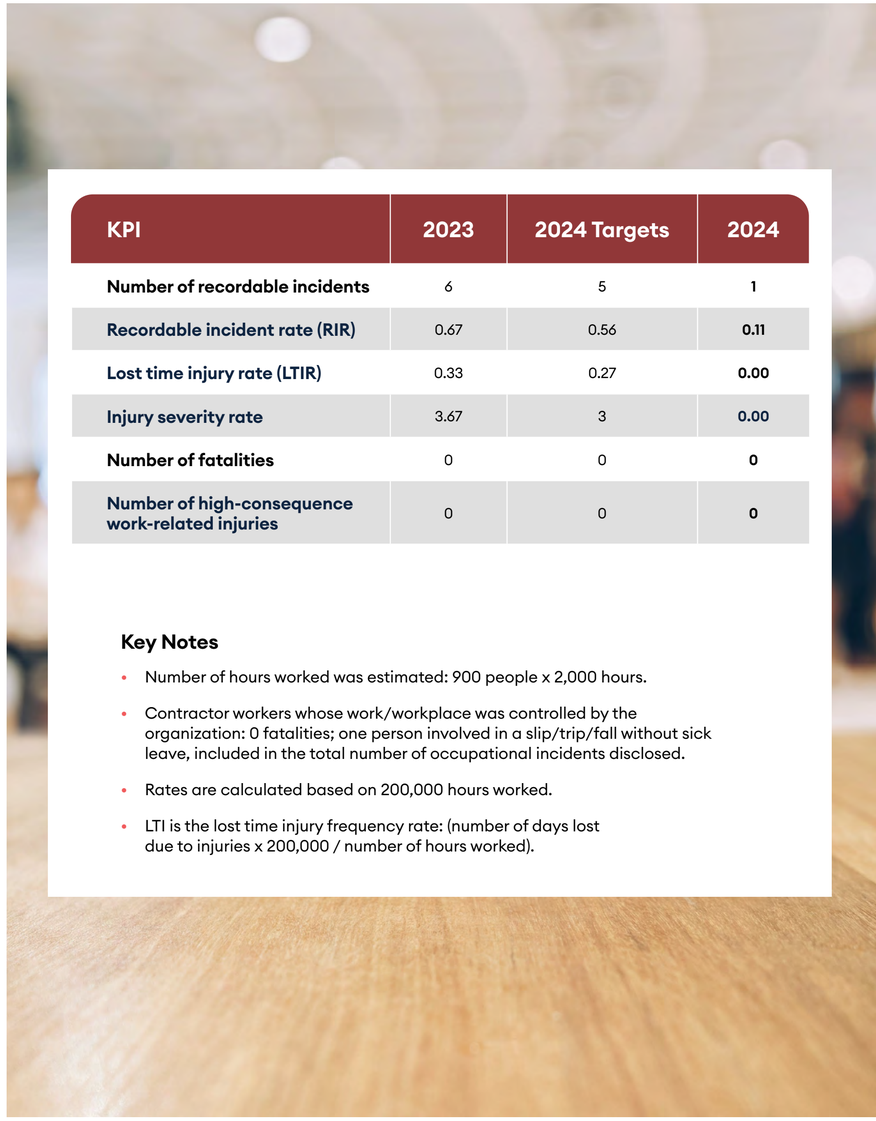
HIGH-RISK OCCUPATIONAL HAZARDS

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

- Road safety.
- Chemical exposure.

To eliminate these hazards and minimize risks, we ensure all our employees are aware and understand our vehicle road safety procedures, similarly for lab safety procedures for those working with chemicals. As of 2024, no cases or incidents of work-related ill health were reported during the year.

Through our Safety BY ALL strategy, we work to empower each Envu employee in their own safety and the safety of their colleagues. We want everyone to come back home in good shape every day.



KPI	2023	2024 Targets	2024
Number of recordable incidents	6	5	**1**
Recordable incident rate (RIR)	0.67	0.56	**0.11**
Lost time injury rate (LTIR)	0.33	0.27	**0.00**
Injury severity rate	3.67	3	**0.00**
Number of fatalities	0	0	**0**
Number of high-consequence work-related injuries	0	0	**0**

Key Notes

- Number of hours worked was estimated: 900 people x 2,000 hours.
- Contractor 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: (number of days lost due to injuries x 200,000 / number of hours worked).

Future outlook for safe and inclusive workplace

Our strategic pillar of a safe and inclusive workplace is central to how we manage talent development, nurture inclusion and belonging, and ensure the safety and well-being of our workforce. At Envu, we consider our employees our most valuable assets, which is why we prioritize providing them with equal opportunities for growth and professional development. Cultivating an inclusive environment where employees feel a strong sense of belonging is equally essential to fostering motivation and unlocking their full potential.

Aligned with global standards and principles, we are committed to upholding human and labor rights throughout our operations and value chain, promoting fair and safe labor practices. We also work diligently to protect our employees from potential hazards and risks by implementing safety measures and procedures that create a supportive and secure workplace. Through continuous improvement, we strive to enhance existing programs and introduce new opportunities for the betterment of all our employees.

KPI	2024 Achievement	Target
Inclusion score	94% (vs. 92% in 2023)	Maintain above 90% over time
# of DRIVE groups having developed an impact roadmap	Launch of six Employee Resource Groups, Envu DRIVE, with different focus areas: Female Leadership, Ethnicities, LGBTQIA+, Young Talents, Working Parents and Families, and Neurodiversity and Disabilities	100% of groups having developed an action roadmap by the end of 2024

Strategic Pillar 5:

Business ethics and governance

MAINTAINING RESPONSIBLE AND ETHICAL BUSINESS PRACTICES

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 ACTIONS

- 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.

UNSDGs ALIGNMENT

RELATED MATERIAL TOPICS FROM DOUBLE MATERIALITY

Material Topic	Materiality Impact	Financial Impact
12. Sustainable procurement practices	High	High
13. Responsible business and governance practices	Medium	Medium

Sustainable procurement

At Envu, we are committed to operating as a responsible and ethical business. Our supply chain is a critical extension of our values, and the ESG risks associated with suppliers could have significant impacts on our business, stakeholders and the communities in which we operate. To uphold our commitment to sustainability and ethical practices, we are actively identifying, assessing and mitigating ESG risks across our supply chain. This includes working closely with our suppliers to ensure they align with our standards on environmental stewardship, human rights, labor conditions and ethical governance.

SUSTAINABLE PROCUREMENT PROGRAM

To ensure sustainable practices across our supply chain, we initiate supplier engagement by ensuring all our suppliers are made aware of our Sustainable Procurement Program. This program outlines our commitment to assessing and mitigating key risks within our supply chain. For new suppliers, this program is introduced during the supplier onboarding process. It covers our Supplier Code of Conduct, supplier ESG risk assessments and audits, and GHG emissions reporting.

"We are strengthening how we assess suppliers by conducting on-site audits for key partners and remote assessments aligned with our Supplier Code of Conduct. This allows us to monitor compliance more closely and support suppliers in meeting our expectations on responsible business practices."

— Vaidehi Kelapure, Sustainable Procurement and Decarbonization Manager

SUPPLIER CODE OF CONDUCT

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 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, fair treatment, and health and safety);* and the environment *(environmental responsibility, environmental authorizations, waste and emissions, spills and releases, natural resources conservation, climate protection, and biodiversity preservation).* **By the end of 2024, 90% of our key suppliers[1] are acknowledging and conforming with our Supplier Code of Conduct.** We expect these suppliers and subcontractors to uphold these standards and continue engaging our suppliers in advancing sustainability in our supply chain.

In addition to communicating and having our suppliers comply with our Supplier code of Conduct, we also conduct evaluations on our suppliers to identify potential environmental, social and governance risks. We apply a risk-based approach to tailor our engagement where we can drive maximum impact.

ECOVADIS IQ+ AND INTERNAL AUDIT

Since 2024, we leverage the EcoVadis IQ+ supplier vetting, giving priority to higher-spend suppliers in the procurement categories most critical for us, such as direct purchase of ingredients entering in the formulation of our products or tolling partners.

Key strategies

- Ensuring >90% of our existing and future suppliers and subcontractors to sign, accept and comply with our Supplier Code of Conduct.
- Requiring all our suppliers to follow our sustainable procurement program and be assessed and audited by EcoVadis or by our internal team upon need, if applicable to them.
- Including ESG risk assessments in our supplier selection, onboarding process and supplier contracts.
- Monitoring supplier sustainability performance and maintaining supplier engagements for performance improvement to ensure progress aligns with our sustainable procurement targets.

We also perform internal on-site or documentary audits, mainly directed toward our tolling and manufacturing partners. After assessments are made, we engage with suppliers for performance improvement, providing support upon need. Working hand in hand to improve sustainability on our supply chain is a shared goal with our supply partners.

As of Q4 2024, 86% of our priority suppliers[2] have been assessed by EcoVadis with a score above 40/100. Five tollers and two distribution centers have gone through an internal documentary ESG assessment, and another six tollers undergone an internal on-site audit.

The improvement of our overall sustainable procurement program was a key contributor to the obtention of our EcoVadis Gold rating in 2024.

ONGOING CONTROLS

On a recurring basis, we also have controls in place to mitigate financial or legal risks. Those controls perform passive monitoring of our supply network at every transaction, aiming to monitor change of situation:

- Sanctions screening: All current suppliers who supply directly to Envu are screened by e2open to check for sanctioned entity risks. This is a passive check performed at supplier creation and throughout the supplier life cycle.
- Financial health check: We perform regular checks of supplier solvability, leveraging the Ellisphere tool, to adjust our credit and purchasing program accordingly.
- Reputational risk check: Priority suppliers (as determined by country of origin and spend criteria) are also screened using the Refinitiv tool to monitor and evaluate potential reputational risks in the public domain.

SUSTAINABLE PROCUREMENT GOVERNANCE

To effectively manage our sustainable procurement program, we ensure cross-departmental collaboration between our procurement, sustainability and QHSE teams to further define each role and responsibility of our sustainable procurement initiatives.

Our Chief Procurement Officer directly oversees the outlining of clauses and contents for our Supplier Code of Conduct, ESG clauses in supplier contracts and ESG checks during new suppliers onboarding. Supplier assessments and audits, supplier development and capacity building along with emissions reporting and carbon footprint reporting are carried out by our Sustainable Procurement and Decarbonization Manager, under the supervision of both the Chief Procurement Officer and Chief Sustainability Officer and consultation from the QHSE team.

[1]Key suppliers: Determined by spend on supplier.
[2]High-risk suppliers: Determined by spend and procurement category (chemical ingredients, packaging etc.).

CASE STUDY | SUSTAINABLE PROCUREMENT

Aligning sustainability journeys with our partners

Envu is committed to working with partners who embed sustainability at the core of their operations. In 2024, we took a step forward in our sustainability journey – for the promotional material and marketing item category – by establishing a strategic partnership with HH Global, a global production and procurement leader recognized for their sustainability performance.

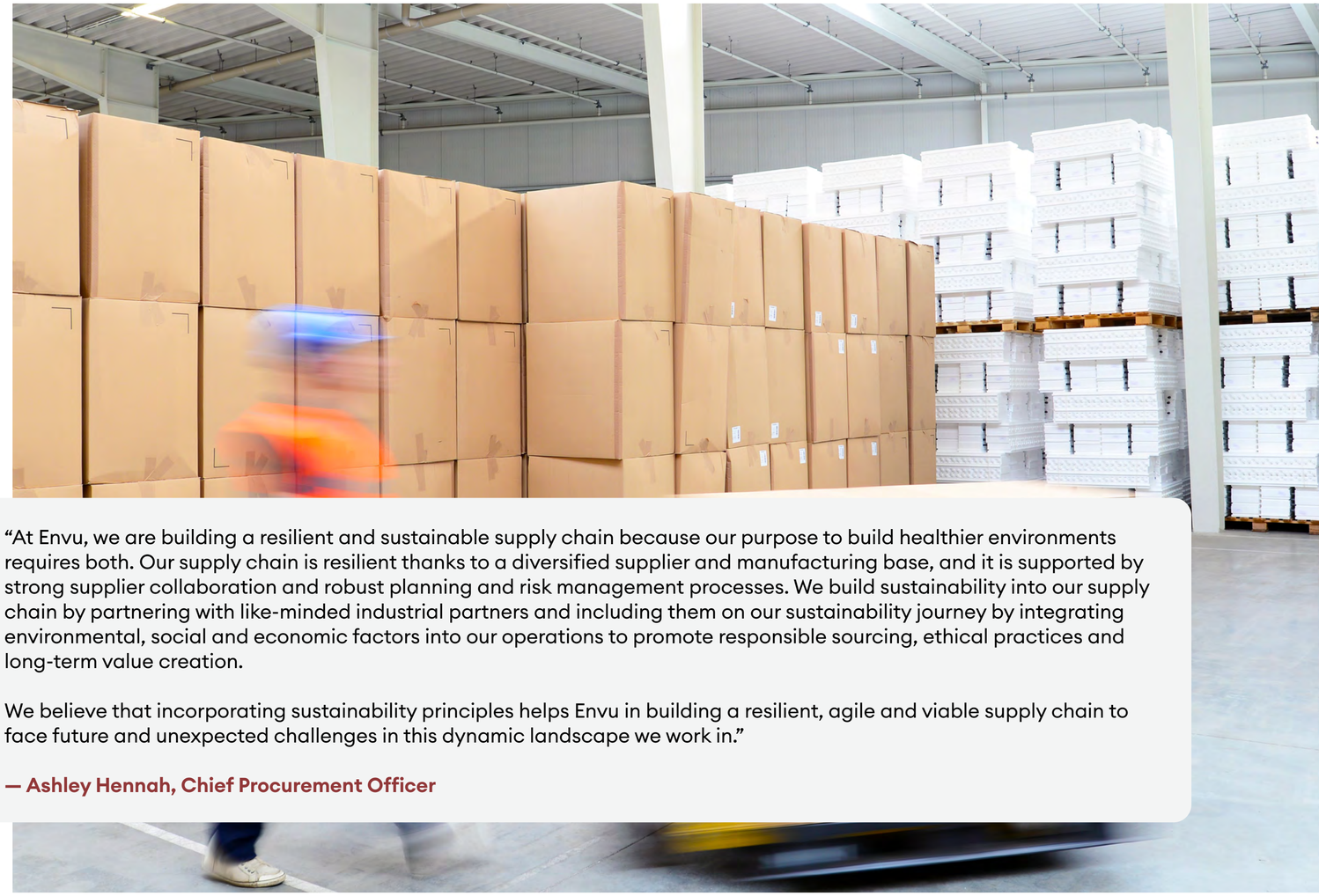
The HH Global Sustainable Procurement Framework (SPF) is a tech-enabled sustainable supply chain program that helped us improve ESG impact while contributing to the UNSDGs.[1] We pursued two objectives in this program:

- Analyze our standard basket of goods and identify goods with similar costs that are more environmentally friendly or sustainable, allowing us to easily update the catalog.
- Diversify our supplier base, facilitating engagement with small businesses.

Leveraging this partnership with HH Global, Envu works toward building a more resilient, inclusive and responsible supply chain by enhancing visibility into our suppliers' ESG performance.

This enables Envu to strengthen our positive impact in the value chain, ensuring we all meet our respective long-term sustainable procurement goals. **As of 2024, through this collaboration, we achieved over 70% SPF alignment of our supplier base, spanning across 88 diverse suppliers across 14 countries.**

[1]United Nations Sustainable Development Goals



"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 sustainability journey by integrating environmental, social and economic factors into our operations to promote responsible sourcing, ethical practices and long-term value creation.

We believe that incorporating sustainability principles helps Envu in building a resilient, agile and viable supply chain to face future and unexpected challenges in this dynamic landscape we work in."

— Ashley Hennah, Chief Procurement Officer

Stakeholder 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.

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.

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

SOME OF OUR CORE INDUSTRY ENGAGEMENT

WSSA Weed Science Society of America
IBMA International Biocontrol Manufacturers Association
PCA
PACTO Pela Restauração da Mata Atlântica
Business Alliance Against Malaria
GCSAA
THINK WILDLIFE Campaign for Responsible Rodenticide Use
NPMA National Pest Management Association Our Mission is Your Protection
United to BEAT MALARIA
World Climate Foundation
FEGGA
CEPA

CASE STUDY | STAKEHOLDER ENGAGEMENT

Partnering with the Vector Control Professional Placement Programme (VCP^3) – an initiative of Innovation to Impact (I2I)

As part of our commitment to extending positive impact to the wider community, Envu recently entered a partnership with the Vector Control Professional Placement Programme (VCP^3),[1] an initiative of Innovation to Impact (I2I) that is funded by the Bill & Melinda Gates Foundation.

This collaboration also exemplifies the unwavering commitment of Envu to protect public health from the ever-present threat of mosquitoes and vector-borne diseases. The VCP^3 is designed to provide researchers from African institutes with invaluable product development experience, bridging the gap between research and real-world application.

Through this initiative, accepted applicants will be fully integrated into our product development teams, gaining hands-on experience in R&D best practices, business planning and product life cycle management. Additionally, this 12-month, fully funded secondment will enable researchers to return to their home institutes enriched with new expertise, enhancing local support in tackling vector-borne diseases.

"The VCP^3 is a good opportunity to give an industrial product development experience to members of the academic sector, helping them understand the diversity and complexity of the questions that need to be answered to bring a new solution to the market," said Frédéric Schmitt, Senior Global Project Lead in Mosquito Management. "It also highlights the challenge of development timelines in the context of constantly evolving mosquito populations and behaviors."

[1] Innovation to Impact, Vector Control Professional Placement Programme

CASE STUDY | STAKEHOLDER ENGAGEMENT

Industry dialogue: Integrated strategies and innovative solutions for mosquito-borne diseases

At Envu, we acknowledge the importance of educating our community about important issues, especially those that impact our health and daily lives. In October 2024, we initiated an industry dialogue between key players of the industry including public officials, academics and scientific researchers to address key strategies and innovative solutions to mitigate the evolving threats and negative impacts brought upon by mosquito-borne diseases. This dialogue was held through a LinkedIn webinar session and was made accessible to all interested stakeholders.

Our expert panel consisted of Frédéric Schmitt (Ph.D., Senior Global Project Leader in Mosquito Management at Envu), Corine Ngufor (Ph.D., Associate Professor of Medical Entomology from London School of Hygiene & Tropical Medicine, University of London), Fredros Okumu (Ph.D., Professor of Vector Biology, University of Glasgow - School of Biodiversity, One Health & Veterinary Medicine), and Christen M. Fornadel (Ph.D., Senior Technical Coordinator, Innovative Vector Control Consortium).

CASE STUDY | STAKEHOLDER ENGAGEMENT

Enhancing Women in Turf mentoring program

Finding, training and retaining talent is often a challenge in our industry. This is why Envu supports industry talent development. Envu Australia and New Zealand, John Deere, and the Australian Sports Turf Managers Association (ASTMA) joined forces on the upcoming 2025 Women in Turf initiative, a new program that combines a work placement opportunity at the Webex Cobram Barooga Players Series event and a yearlong mentoring and development program designed to empower and support women aspiring to make their mark in the sports turf industry.

The program is tailored for women at various stages of their career. This program is expected to last six months where our female participants can have time to immerse themselves in the work experience, to connect with experienced industry leaders, to adopt new skills and knowledge, and to build the confidence needed to thrive in male-dominated industries, like the turf industry.

By aligning the expertise and resources of three industry leaders, the program delivers meaningful support to women pursuing careers in sports turf management – a sector integral to healthy environments and thriving communities.

A force for good: Our commitment to our communities

ENVU COMMUNITY SERVICE DAY

At Envu, we live by our purpose of advancing healthy environments for everyone everywhere. Our annual community service day is a testament to this commitment, bringing together our global workforce to make a tangible difference in our communities. In June 2024, we had participants from 23 countries, each contributing to a variety of missions aimed at improving their local environments and supporting those in need.

> In 2024, over 900 employees dedicated a day to serving community causes across 23 countries

Through this community service day, our employees demonstrated their commitment to making a positive impact. From community outreach to environmental conservation, each initiative showcases 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. Envu employees took part in various community engagement programs, including:

- Helping to restore the environment by collecting plastic, cleaning rivers, monitoring wildlife or building fire barriers.
- Providing pest management support 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.

In the **United States,** employees participated in a range of activities focused on environmental care and community support. Teams collected trash along the Lake Sycamore shoreline and creek, cleaned storm water areas at Wooten Meadow Park, and helped maintain the bear habitat at the Museum of Life and Science. At the Cary office, volunteers prepared lunch bags for the Raleigh Women's Shelter, helping ensure access to nutritious meals.

In **India**, activities included cleaning, blood donation, tree plantation and awareness activities among school children.

In **South Africa,** the team spent the day with the elderlies at Alan Park. Additional activities included spending half a day with the local community and exchanging cultural experiences, and in Kenya, tree planting and/or cleanup activities at children's homes.

Our **French** team engaged in various activities, from marketing workshops for young entrepreneurs to landscaping and pest diagnostics with local associations. At the Foyer Notre Dame des Sans Abris, we planted shrubs and a small vegetable garden, contributing to the community's well-being.

Our **UK** team participated in corporate volunteering with Cambridgeshire County Council at Christ's Pieces park. Activities included tree work and litter picking. The park was being assessed for the Green Flag award on the day we attended.

In **Germany**, our team also engaged in the voluntary cleaning of a local park and provided educational sessions in kindergartens about insects and bugs.

Our **Singapore** team partnered with TOUCH Community Services to deliver Meals on Wheels to the elderly. Despite the hot and rainy weather, the team managed to deliver over 100 meals, brightening the day for many homebound seniors.

Responsible business and governance practices

2024 compliance performance

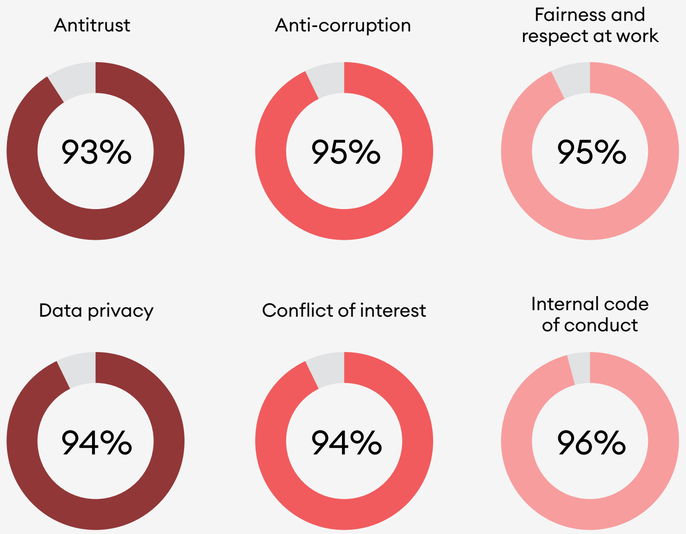
Over the course of 2024, no significant compliance incidents having led to monetary or non-monetary sanctions were reported.

KPI	2023	2024	2025 Target
# of confirmed reported governance incidents	0	0	0

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, inclusion and belonging 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.

Compliance training report

More than 90% of the organization workforce — both temporary and permanent — has completed our compliance training. The numbers shown below include all employee categories across all regions. Our policies and procedures on anti-corruption are also communicated to all our global business partners through the Supplier Code of Conduct.



Note: Statistics of compliance training above are calculated based on total number of Envu employees as of December 31, 2024. This data excludes employees involved in the mergers and acquisitions that took place in Q4 of 2024. Data are acquired through an internal learning platform.

Corporate governance at Envu

At Envu, we conduct our business with good judgment and act with integrity to build a foundation of trust with our stakeholders. We operate under a set of ethical standards and governance to prevent and mitigate risks as they arise. Compliance and integrity are essential to protecting 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

Our corporate governance is guided by its Organization Principles Policy. This policy describes the principles under which Envu operates. In alignment with our broader governance framework, it outlines how recommendations, approvals and/or endorsements will be taken within Envu and/or prepared prior for decision by the Leadership Team or the Board of Directors.

SHAREHOLDERS

Envu is comprised of multiple legal entities, each of which have a director or directors who execute the strategy of the company and shareholders who have oversight. The shareholder(s) for each entity will nominate members of the Board of Directors and validate the annual results, as appropriate.

Shareholders appoint board members, and we therefore follow Cinven's policies with regard to board remuneration as well as inclusion and belonging policies.

Board of Directors

Group-level strategic decisions are recommended by the Leadership Team and approved by the Board of Directors situated at the top holding level of legal entities stacks. The Board of Directors consists of executive and nonexecutive directors closely involved in the oversight of Envu operations. (See ownership structure for details.)

The Board of Directors is composed of:

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

Leadership Team

The Leadership Team of Envu recommends and executes the strategy of Envu, aligns the organization to the defined goals, and holds overall responsibility for business operations. It determines the portfolio, allocates resources, and is responsible for executive and financial management. The Leadership Team decides on all matters that go beyond the normal business operations due to their nature, significance or associated risks to Envu as this may be documented in the company's policies. Such matters can be presented to the Leadership Team by the regions or functions or addressed at the initiative of the Leadership Team.

To achieve an efficient distribution of tasks within the Leadership Team and to ensure the flexibility and effectiveness of its activities, individual Leadership Team members are assigned the responsibility for specific regions or functions. They are in charge of and the main contact persons for any subjects and tasks pertaining to their area of responsibility. They are also the owners and approvers of the policies that set the rules and vision and provide guidance on how their areas of responsibility are organized and steered. The members of the Leadership Team are bound by the Delegation of Authority Matrix and the rules of the Shareholder's TopCos Global Delegation of Authority Policy.

The membership in the Leadership Team is decided by the Chief Executive Officer.

CHIEF EXECUTIVE OFFICER

GILLES GALLIOU
CEO

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.

As of December 31, 2024, the Leadership Team was composed of:

MARINE SANOUILLER
Chief Sustainability Officer

BERNARD JACQMIN
Head of Innovation and Regulatory Affairs

TROY RANDOLPH
Chief Financial Officer

ERIC RUGGIRELLO
Head of Commercial Operations, EMEA, LATAM and Spec Ac

TIFFANY FREMDER
Chief Marketing Officer

LAURA JACOB
Head of People, Culture and Communication

MARK SCHNEID
Head of Commercial Operations, North America

RONAN STEPHENS
Head of Product Supply

ALEX BERNHARDT
Chief Transformation Officer

NADIM MOHR
Head of Commercial Operations, APAC

DELL JOSHI
Chief Information Officer

Core governance committees

ENVU LEADERSHIP TEAM

Reporting to: Board of Directors

Chairman: Gilles Galliou, CEO

Marine Sanouiller, CSO

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: Chen Lichtenstein

Members:

Gilles Galliou, CEO

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

PEOPLE COMMITTEE

Reporting to: Board of Directors

Gilles Galliou, CEO

Laura Jacob, Head of People, Culture and Communication

- Pontus Pettersson, Cinven
- Marco Strizzi, Cinven

ESG COMMITTEE

Reporting to: Board of Directors

Chairman: Jeff Cox, External Advisor

Members:

Gilles Galliou, CEO

Marine Sanouiller, CSO

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

AUDIT COMMITTEE

Reporting to: Board of Directors

Chairman: Sharon Birkett, External Advisor

Members:

Troy Randolph, CFO

- Marco Strizzi, Cinven

SUSTAINABILITY COMMITTEE

Reporting to: Leadership Team

Chairman: Marine Sanouiller, CSO

Sponsor: Gilles Galliou, CEO

Members:

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

RISK COMMITTEE

Reporting to: Leadership Team

Chairman:

Troy Randolph, CFO

Gilles Galliou, CEO

Members:

- Leadership Team members
- Head of Legal and Compliance

Steering Role:

- Governance, Risk and Compliance Manager

Board Committees

AUDIT COMMITTEE

The main duties of the Audit Committee are to oversee corporate controls and compliance, the external audit, and the group financial statements. 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. Based on recommendations from the Chief Financial Officer, the committee makes determinations on the appointment and dismissal of auditors and amendments to accounting policies. The Audit Committee meets periodically, at least quarterly, in conjunction with the board meetings or as needed for specific reviews.

ESG COMMITTEE

The ESG Committee assists the board in setting the Envu general strategy with respect to ESG matters and to consider and recommend policies, practices and disclosures that conform with the strategy. It also supports the board in overseeing internal and external communications with employees, investors and other stakeholders regarding the Envu position on or approach to ESG matters.

Additionally, the ESG Committee is also responsible for evaluating and informing the board of current and emerging ESG matters that may materially affect the business, operations, performance or public image of Envu or are otherwise of significance to Envu and its stakeholders. The committee may put systems in place, as deemed necessary and appropriate, to monitor ESG matters.

PEOPLE COMMITTEE

The People Committee is mainly responsible for overseeing corporate incentive plans and managing executive compensation and performance. It 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.

Leadership Committees

RISK COMMITTEE

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

- Reviewing risk reports associated with the enterprise risk management process and to any major emerging risks.
- Understanding, discussing and prioritizing the organization risk universe.
- Reviewing, challenging and approving the risk mitigation strategies.
- Approving risk financial thresholds and the organization risk appetite and materiality.

The Risk Committee is co-chaired by the Chief Executive Officer and the Chief Financial Officer and is steered by the Governance, Risk & Compliance Manager. The Risk Committee meets periodically, at least quarterly. It reports and communicates its findings and recommendations to the Leadership Team. It provides some reports on risk exposure, risk mitigation efforts and any significant risk-related developments, ensuring that the Leadership Team is well-informed about the organization's risk landscape.

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. The Risk Committee also ensures that the organization complies with the relevant regulatory requirements and legal obligations.

SUSTAINABILITY COMMITTEE

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

The Sustainability Committee is comprised of employees from every functions of Envu, including Commercial Operations, Product Supply, Innovation, Marketing, Human Resources, Legal and Finance and meets periodically at intervals determined by the Leadership Team.

REGIONAL AND COUNTRY ORGANIZATIONS

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 Head of Commercial Operations of the region, 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.

Its tasks are to support the development and inform about Envu strategies, to define the corporate goals and activities in the region, and to receive the country input with respect to current opportunities and risks in alignment with the guidance provided by the Leadership Team and the matters of the exclusive responsibility of the Leadership Team, such as, for instance, operations in embargoed countries.

The objective of the regional Leadership Team is to shape and assert Envu interests in the region, to ensure alignment and improve the cooperation of all functions, and to analyze the business development against the political, economic and social background of the region. Regional Leadership Teams meet 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.

Our ESG governance

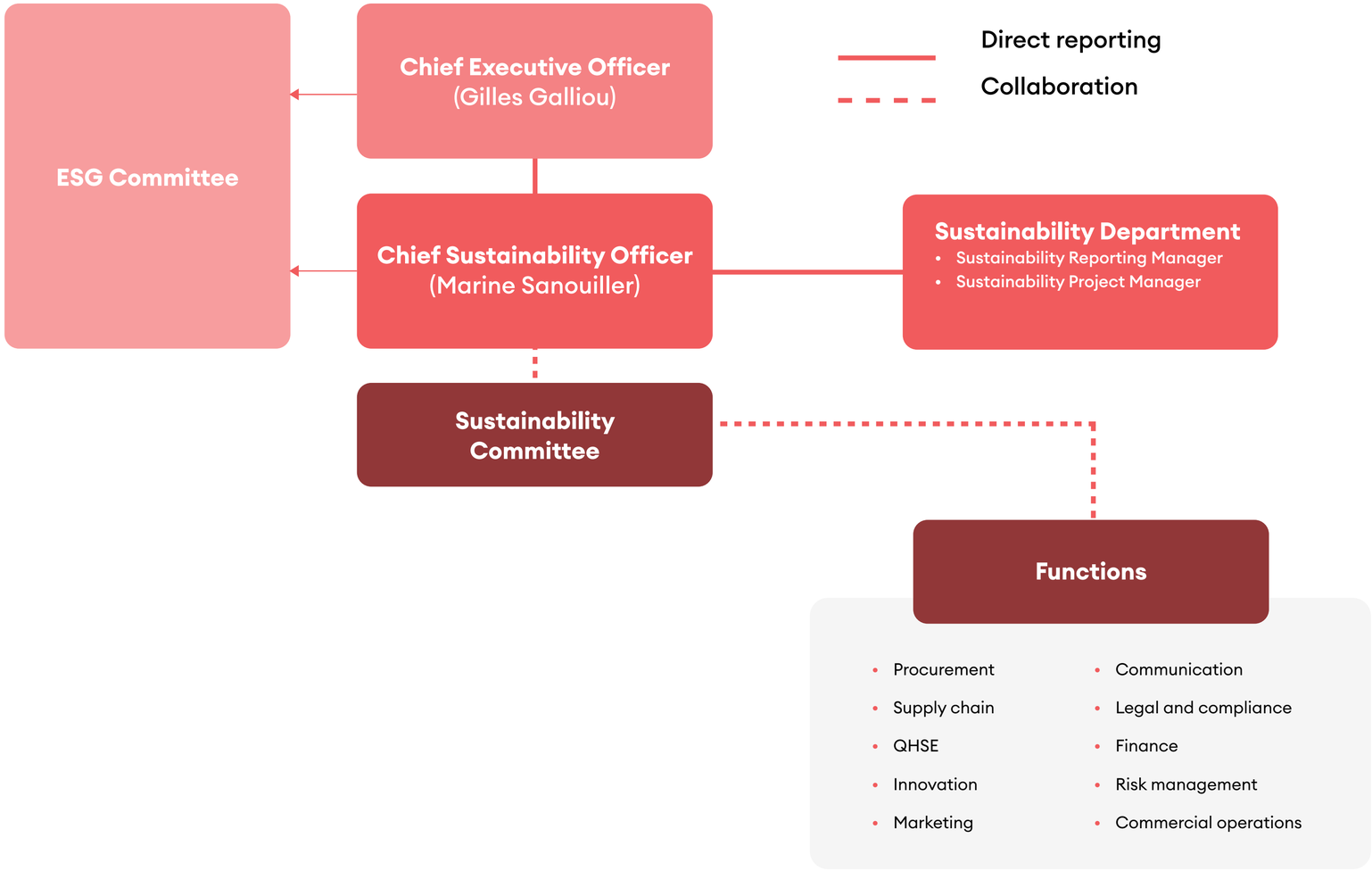
At the board level, the Chief Executive Officer has a responsibility for oversight of ESG at Envu, including implementation of the company ESG policy and periodic review of ESG performance.

Envu has established a Sustainability Committee, which is chaired by the Chief Sustainability Officer 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, Finance and Commercial Operations.

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

The Sustainability Committee is also 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 Chief Sustainability Officer, then reported to and approved by the board. Our ESG global policy is reviewed annually and approved by the Chief Executive Officer, the Chief Sustainability Officer and the ESG 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.



Envu global policies

The global policies governing Envu, including the areas of human rights, labor, environment and anti-corruption 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.

The policies are made accessible to all our employees across the globe through our intranet. To enhance 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 41 Global Policies

GOVERNANCE, RISK AND COMPLIANCE
1.01 - Organization Principles
1.02 - Internal Code of Conduct
1.03 - Risk Management
1.04 - Internal Audit Charter
1.05 - Crisis Management
1.06 - International Trade and Customs Compliance
1.07 - Regulatory Compliance
1.08 - Supplier Code of Conduct
1.09 - Compliance Management
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
1.16 - Contract Life Cycle Management

FINANCE
2.01 - Investment Handbook
2.02 - Tax Management
2.03 - Commercial Management
2.04 - Treasury Management
2.05 - Procurement Management
2.06 - Credit Management
2.07 - Accounting Handbook
2.08 - Travel Expenses and CCC
2.09 - Transfer Pricing
2.10 - Inventory Management

SECURITY
5.01 - IT Governance
5.02 - Data Privacy
5.03 - Authorization and Systems Access
5.04 - Master Data Management

INNOVATION, SUSTAINABILITY AND SAFETY
3.01 - Occupational Health and Safety
3.02 - Product Safety
3.03 - Quality Management
3.04 - Intellectual Property
3.05 - ESG
3.06 - Environment

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

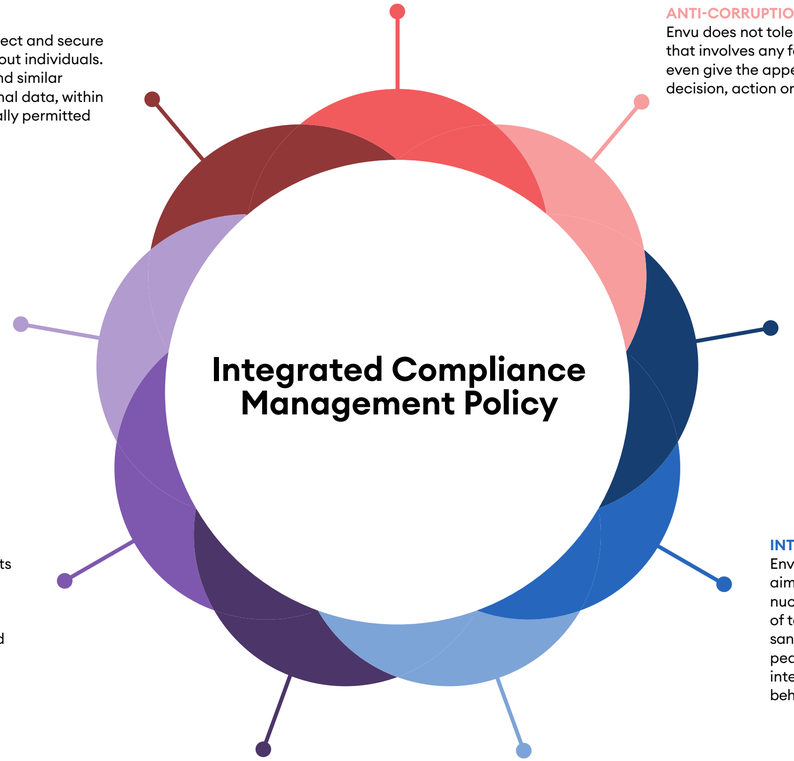
Our compliance organization

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 2024.



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.

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.

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.

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.

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 health, safety and environmental laws and industry standards. Our commitment to product stewardship means we offer products that are safe for people, animals and the environment when properly used.

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.

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.

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.

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 the 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.
- 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."

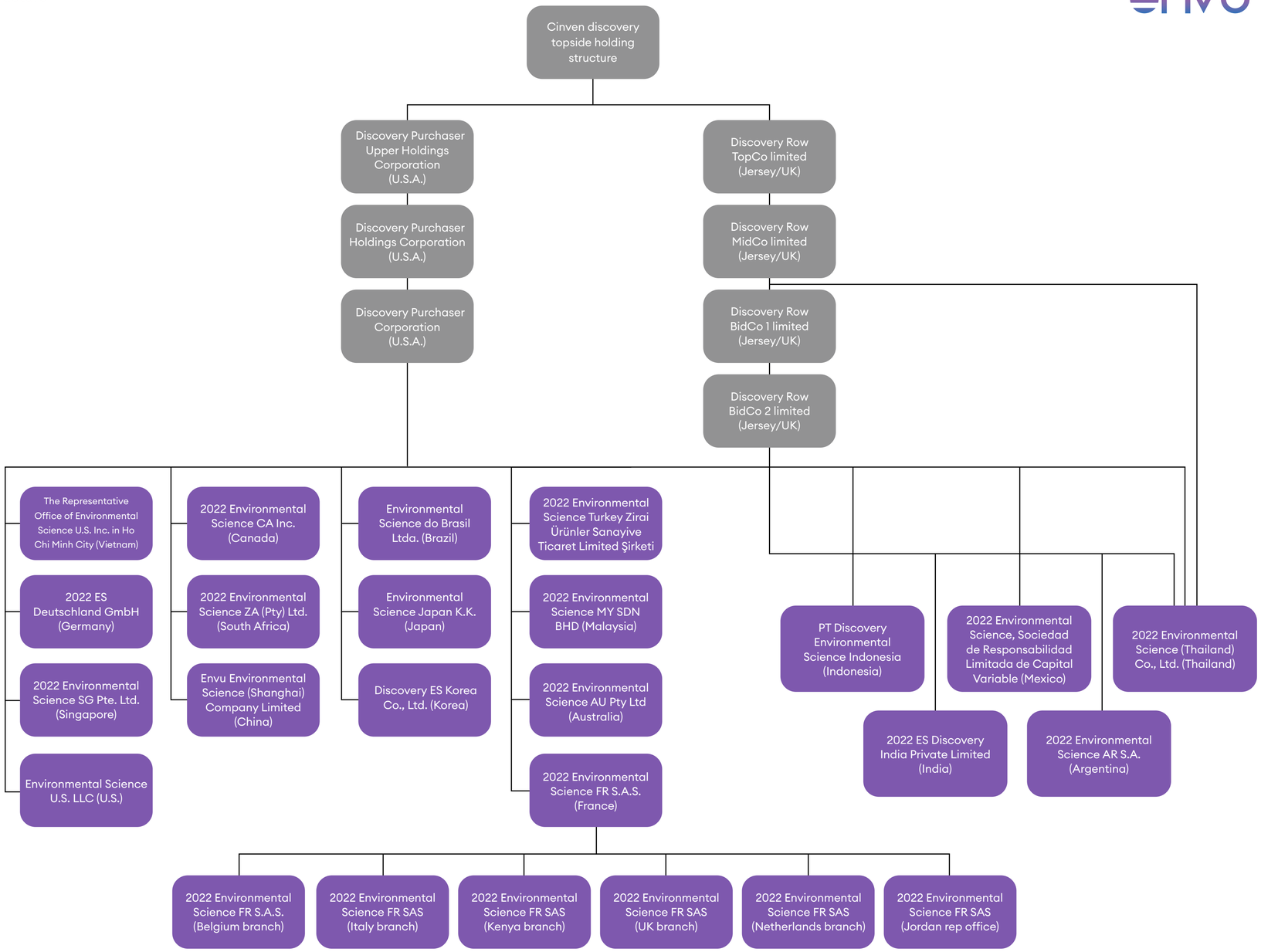
— Gilles Galliou, CEO

Ownership structure

SHAREHOLDING STRUCTURE

Envu is composed of multiple legal entities, reflecting our geographical footprint across the globe. Ultimately, the controlling shareholder of all Envu group companies is Cinven Group, one of Europe's largest and most established private equity firms located in London, England.

Envu governance is located at the level of US TopCo and Row TopCo. US TopCo is a corporation incorporated under the laws of Delaware (U.S.), and Row TopCo is a corporation incorporated under the laws of New Jersey (U.S.).



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 Zirai Ürünler Sanayi ve Ticaret Limited Şirketi	Küçükbakkalköy Mah. Kayışdağı CD. NO: Iç 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 Mommaertslaan 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, Kunigang 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

Alignment with global standards

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 2: General Disclosures 2021	2-1	Organization details	Page 92-95		
	2-2	Entities included in the organization's sustainability reporting	Page 93-95		
	2-3	Reporting period, frequency and contact point	Page 4		
	2-4	Restatements of information	Page 4		
	2-5	External assurance	Page 4		
	2-6	Activities, value chain and other business relationships	Page 15-18		
	2-7	Employees	Page 59-60		
	2-8	Workers who are not employees	Page 60		
	2-9	Governance structure and composition	Page 83-87		
	2-10	Nomination and selection of the highest governance body	Page 83-86		
	2-11	Chair of the highest governance body	Page 83-86		
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 83-87		
	2-13	Delegation of responsibility for managing impacts	Page 85-87		
	2-14	Role of the highest governance body in sustainability reporting	Page 87		
	2-15	Conflicts of interest	Page 89; 91		
	2-16	Communication of critical concerns	Page 86; 91		
	2-17	Collective knowledge of the highest governance body	Page 87		
	2-18	Evaluation of the performance of the highest governance body	Page 69		
	2-19	Remuneration policies	Page 69		
	2-20	Process to determine remuneration	Page 69		
	2-21	Annual total compensation ratio	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
	2-22	Statement on sustainable development strategy	Page 5		

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 2: General Disclosures 2021	2-23	Policy commitments	Page 68; 88		
	2-24	Embedding policy commitments	Page 82-89		
	2-25	Processes to remediate negative impacts	Page 86		
	2-26	Mechanisms for seeking advice and raising concerns	Page 91		
	2-27	Compliance with laws and regulations	Page 82; 89		
	2-28	Membership associations	Page 77		
	2-29	Approach to stakeholder engagement	Page 77-81; 115		
	2-30	Collective bargaining agreements	Page 68		
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 110-116		
	3-2	List of material topics	Page 112-114		
	3-3	Management of material topics	Page 9; 21-22; 112-114		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 10		
	201-2	Financial implications and other risks and opportunities due to climate change	Page 111-114		
	201-3	Defined benefit plan obligations and other retirement plans	Page 69		
	201-4	Financial assistance received from the government	Page 90		
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	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	Information unavailable/incomplete	Envu does not measure local community hiring
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	N/A	Not applicable	In 2024, Envu has not done any significant infrastructure investment
	203-2	Significant indirect economic impacts	N/A	Information unavailable/incomplete	Envu has not yet measured any indirect economic impact

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available, but further information on our intiative is availabe on page 76
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Page 75		The majority part of Envu operations lies within our value chain; as part of our sustainable procurement program, we assess both our upstream and downstream partners for various risks including corruption (see page 75)
	205-2	Communication and training about anti-corruption policies and procedures	Page 82; 89-91		
	205-3	Confirmed incidents of corruption and actions taken	Page 82		
GRI 206: Anticompetitive Behavior 2016	206-1	Legal actions for anticompetitive behavior, antitrust and monopoly practices	Page 82; 89		
GRI 207: Tax 2019	207-1	Approach to tax	Page 90		
	207-2	Tax governance, control and risk management	Page 90		
	207-3	Stakeholder engagement and management of concerns related to tax	Page 90		
	207-4	Country-by-country reporting	N/A	Not applicable	Confidentiality constraints; Envu is a private company, and our annual reports are only available upon request
GRI 301: Materials 2016	301-1	Materials used by weight or volume	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	Not applicable	Envu does not operate any manufacturing sites
	301-3	Reclaimed products and their packaging materials	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	Page 52; 118-120		
	302-2	Energy consumption outside of the organization	N/A	Not applicable	Envu does not operate operations outside of the organization that would lead us to collect associated energy consumption
	302-3	Energy intensity	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	Page 118; 120		

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 302: Energy 2016	302-5	Reductions in energy requirements of products and services	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 303: Water Effluents 2018	303-1	Interactions with water as a shared resource	Page 56; 112		
	303-2	Management of water discharge-related impacts	Page 56; 112		
	303-3	Water withdrawal	N/A	Not applicable	Envu has limited visibility on the total water withdrawal and discharge; although not significant with our asset-light operations, global policies and local procedures for wastewater discharge are in place
	303-4	Water discharge	N/A	Information unavailable/incomplete	Envu has limited visibility on the total water withdrawal and discharge; although not significant with our asset-light operations, global policies and local procedures for wastewater discharge are in place, ensuring compliance with local regulations
	303-5	Water consumption	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	Page 27		
	304-2	Significant impacts of activities, products and services on biodiversity	Page 24-27; 112		
	304-3	Habitats protected or restored	Page 24-30		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 24; 27		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 51		
	305-2	Energy indirect (Scope 2) GHG emissions	Page 51		
	305-3	Other indirect (Scope 3) GHG emissions	Page 53		
	305-4	GHG emissions intensity	Page 119		
	305-5	Reduction of GHG emissions	Page 119		
	305-6	Emissions of ozone-depleting substances (ODS)	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	Reference Page	Reasons for Omissions	Explanation
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	N/A	Not applicable	Envu does not operate any manufacturing sites; our innovation activities and business activites are not significant emitters of Nox, SQOx and other significant air emissions
GRI 306: Effluents and Waste 2016	306-3	Significant spills	N/A	Not applicable	Envu operations do not include risks of significant spills; however, global safety risk assessment procedures and reporting tools are available to manage and control risks of chemical hazards in our labs (see page 72)
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Page 112		
	306-2	Management of significant waste-related impacts	Page 56		
	306-3	Waste generated	Page 56		Envu is continuously in the process of collecting this data and will disclose more once available; current data in this disclosure are limited to hazardous and nonhazardous waste generated from our R&D centers
	306-4	Waste diverted from disposal	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available; some of our sites have implemented initiatives for diverting waste from disposal as featured on page 56-57.
	306-5	Waste directed to disposal	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	Page 75		
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 75-76; 112; 114		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 64		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 69		
	401-3	Parental leave	Page 64		
GRI 402: Labor/Management Relations 2016	402 -1	Minimum notice periods regarding operational changes	Page 68		
GRI 403: Occupational Health and Safety 2018	403 -1	Occupational health and safety management system	Page 70-72		
	403-2	Hazard identification, risk assessment and incident investigation	Page 72		

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Page 71		
	403-4	Worker participation, consultation and communication on occupational health and safety	Page 70-72		
	403-5	Worker training on occupational health and safety	Page 70		
	403-6	Promotion of worker health	Page 70-71		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 35		
	403-8	Workers covered by an occupational health and safety management system	Page 70		
	403-9	Work-related injuries	Page 72		
	403-10	Work-related ill health	Page 72		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 61		
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 61-63		
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 64		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page 59-60		
	405-2	Ratio of basic salary and remuneration of women to men	N/A	Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available
GRI 406: Nondiscrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page 66		
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	Page 75		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 75		
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 75		

GRI Standard	Disclosure Number	Disclosure Name	Reference Page	Reasons for Omissions	Explanation
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	N/A	Not applicable	Envu does not employ or have control over security personnel as most of our sites are located within co-working spaces where security is managed independently
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	N/A	Not applicable	Envu does not operate any manufacturing sites; our impact on local communities is visible in our value chain and is covered through our sustainable procurement and portfolio stewardship (see page 34-35, 75 and 110)
	413-2	Operations with significant actual and potential negative impacts on local communities	N/A	Not applicable	Envu does not operate any manufacturing sites; our impact on local communities is visible in our value chain and is covered through our sustainable procurement and portfolio stewardship (see page 34-35, 75 and 110)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 75		
	414-2	Negative social impacts in the supply chain and actions taken	Page 75		
GRI 415: Public Policy 2016	415-1	Political contributions	Page 90		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Page 34-35; 113-114		
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Page 35		
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Page 35		
	417-2	Incidents of noncompliance concerning product and service information and labeling	Page 35		
	417-3	Incidents of noncompliance concerning marketing communications	Page 35		
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 89		

SDGs		Indicators	UNSD Indicator Codes (if any)	Actions/Contributions (location of reference within the report)
Goal 2. End hunger, achieve food security and improved nutrition, and promote sustainable agriculture				
	2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations including infants, to safe, nutritious and sufficient food all year round	2.1.2 Prevalence of moderate or severe food insecurity in the population based on the Food Insecurity Experience Scale (FIES)	-	Sustainability Report highlight Sustainability Report 2024 - Focus on protecting food supply
	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production; help maintain ecosystems; strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters; and progressively improve land and soil quality	2.4.1 Proportion of agricultural area under productive and sustainable agriculture	C020401	Sustainability Report highlight Sustainability Report 2024 - Focus on land restoration
Goal 3. Ensure healthy lives and promote well-being for all at all ages				
	3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, waterborne diseases and other communicable diseases	3.3.3 Malaria incidence per 1,000 population	C030303	Sustainability Report highlight Sustainability Report 2024 - Focus on vector-borne disease control
		3.3.5 Number of people requiring interventions against neglected tropical diseases	C030305	Sustainability Report 2024 - Focus on vector-borne disease control
	3.8 Achieve universal health coverage, including financial risk protection; access to quality essential health care services; and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1 Coverage of essential health services	C030801	Coverage of health service provided to our employees across the globe: Sustainability Report 2024 - Human rights and labor management - Remuneration and benefit policy Sustainability Report 2024 - Occupational health and safety
	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	3.9.1 Mortality rate attributed to household and ambient air pollution	-	Sustainability Report 2024 - Portfolio Sustainability Assessment and Stewardship
		3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all [WASH] services)	-	Sustainability Report 2024 - Healthier spaces and people - Focus on vector-borne disease control
Goal 5. Achieve gender equality and empower all women and girls				
	5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and nondiscrimination on the basis of sex	C050101	Sustainability Report 2024 - Safe and inclusive workplace
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions	C050502	Sustainability Report 2024 - Safe and inclusive workplace

SDGs	Indicators	UNSD Indicator Codes (if any)	Actions/Contributions (location of reference within the report)
Goal 8. Promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all			
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and people with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of employees by sex, age, occupation and people with disabilities	C080501	Sustainability Report 2024 - Human rights and labor management
8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and end child labor in all its forms by 2025	8.7.1 Proportion and number of children aged 5-17 years engaged in child labor by sex and age	C080701	Modern Slavery Mitigation in Supply Chain
8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Fatal and nonfatal occupational injuries per 100,000 workers by sex and migrant status	C080801	Supplier Code of Conduct
			Fairness & Respect at Work
			Sustainability Report 2024 - Sustainable procurement
Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation			
9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	9.1.1 Proportion of the rural population who live within 2 km of an all-season road	-	Sustainability Report 2024 - Focus on protecting infrastructure
Goal 10. Reduce inequality within and among countries			
10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	C200204	Sustainability Report 2024 - Inclusion and belonging

SDGs		Indicators	UNSD Indicator Codes (if any)	Actions/Contributions (location of reference within the report)
Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable				
	11.7 By 2030, provide universal access to safe, inclusive and accessible green and public spaces, in particular for women and children, older people, and people with disabilities	11.7.1 Average share of the built-up area of cities that is open space for public use for all by sex, age and people with disabilities	C110701	Sustainability Report 2024 - Urban green spaces
Goal 12. Ensure sustainable consumption and production patterns				
	12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	12.3.1 (a) Food loss index and *(b)* food waste index	C120301	Sustainability Report 2024 - Focus on protecting food supply
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	12.4.1 Number of parties to international multilateral environmental agreements on hazardous waste and other chemicals that meet their commitments and obligations in transmitting information as required by each relevant agreement	-	Sustainability Report 2024 - Portfolio Sustainability Assessment and Stewardship
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	12.6.1 Number of companies publishing sustainability reports	C120601	Sustainability Report 2024 - About this report
Goal 13. Take urgent action to combat climate change and its impacts				
	13.2 Integrate climate change measures into national policies, strategies and planning	13.2.2 Total greenhouse gas emissions per year	C130202	Sustainability Report 2024 - Decarbonizing the value chain
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems; sustainably manage forests; combat desertification; halt and reverse land degradation; and halt biodiversity loss				
	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	15.1.1 Forest area as a proportion of total land area	C150101	Sustainability Report 2024 - Focus on land restoration
		15.1.2 Proportion of important sites for terrestrial and freshwater biodiversity that are covered by protected areas by ecosystem type	C150102	Sustainability Report 2024 - Site biodiversity assessment

SDGs		Indicators	UNSD Indicator Codes (if any)	Actions/Contributions (location of reference within the report)
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems; sustainably manage forests; combat desertification; halt and reverse land degradation; and halt biodiversity loss				
	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally	15.2.1 Progress toward sustainable forest management	C150201	Sustainability Report 2024 - Focus on land restoration
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and, by 2020, protect and prevent the extinction of threatened species	15.5.1 Red List index	C150501	Sustainability Report 2024 - Focus on invasive species
				Sustainability Report 2024 - Site biodiversity assessment
	15.a Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems	15.a.1 (a) Official development assistance on conservation and sustainable use of biodiversity, and (b) revenue generated and finance mobilized from biodiversity-relevant economic instruments	-	Sustainability Report 2024 - Focus on invasive species
				Sustainability Report 2024 - Stakeholder engagement and community impact
Goal 16. Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable and inclusive institutions at all levels				
	16.5 Substantially reduce corruption and bribery in all their forms	16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official or were asked for a bribe by those public officials during the previous 12 months	C160502	Sustainability Report 2024 - Responsible business and governance practices
	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	16.7.2 Proportion of population who believe decision-making is inclusive and responsive by sex, age, disability and population group	-	Sustainability Report 2024 - Corporate governance at Envu
	16.b Promote and enforce nondiscriminatory laws and policies for sustainable development	16.b.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	C200204	Sustainability Report 2024 - Responsible business and governance practices
				Sustainability Report 2024 - Inclusion and belonging

UNGC communication on progress

Envu endorses and actively upholds the principles outlined in the United Nations Global Compact.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

UNGC Principle	Actions
Statement of Support	
Statement by the Chief Executive expressing continued support for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles	Letter of Commitment
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Internal Code of Conduct Fairness and Respect at Work
Principle 2: make sure they are not complicit in human rights abuses	Supplier Code of Conduct Modern Slavery Mitigation in Supply Chain Sustainability Report 2024 - Human rights and labor management
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Sustainability Report 2024 - Human rights and labor management Sustainability Report 2024 - Talent development
Principle 4: the elimination of all forms of forced and compulsory labor;	Modern Slavery Mitigation in Supply Chain
Principle 5: the effective abolition of child labor; and	Sustainability Report 2024 - Sustainable procurement Fairness & Respect at Work
Principle 6: the elimination of discrimination in respect of employment and occupation	Sustainability Report 2024 - Inclusion and belonging
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Internal Code of Conduct Sustainability Report - Nature-positive innovation section Sustainability Report - Portfolio stewardship
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Supplier Code of Conduct
Principle 9: encourage the development and diffusion of environmentally friendly technologies	Sustainability Report 2024 - Sustainable procurement Sustainability Report 2024 - Portfolio stewardship
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Anti-Corruption Sustainability Report 2024 - Responsible business and governance practices

Section 6

Value chain and DMA deep dive

Double materiality assessment

In 2023, Envu conducted out a double materiality assessment (DMA) to better understand and report on its key sustainability impacts, risks and opportunities over the short, medium and long term. This assessment covers not just the company's operations but also its value chain – both upstream and downstream.

DMA is a key part of the EU's Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), making it an important first step for Envu to meet upcoming EU sustainability rules.

The DMA also helps Envu gather stakeholder views on important environmental, social and governance (ESG) issues – both in terms of how these issues affect the company's financial value (financial materiality) and how our actions affect people and the planet (impact materiality). The process includes mapping stakeholders and value chain activities, identifying key issues, and creating a final list of the most important topics for Envu.

In 2024, we have refined this DMA framework to align more closely to the European CSRD standard. We did not have major changes but some of the IROs have been refined to be reflected in this year's report.

Stakeholder and value-chain mapping

Mapping stakeholders and value chain activities is an important step in identifying key sustainability impacts, risks and opportunities (IROs). This involves outlining operations and identifying important stakeholders across the full value chain – from suppliers to end users.

Our goal was to better understand how our actions affect different groups and uncover potential risks and opportunities. This process included all Envu entities and considered a wide range of stakeholders such as suppliers, partners, regulators, industry peers, investors, employees, customers, communities and the environment.

Envu also engaged with these stakeholders – both inside and outside the company – to better understand relationships and potential impacts. (See the Stakeholder Engagement in DMA page 115 for more.)

Identification and assessment of IROs

From the mapping exercise, over 158 actual and potential IROs were identified and subsequently evaluated using the Envu scoring methodology to determine its materiality to Envu and our stakeholders. Time horizons are aligned with CSRD guidance: short term (0-1 year), medium term (2-5 years) and long term (>5 years). Materiality thresholds are defined at the individual criteria level (e.g., severity, likelihood, size), with an IRO deemed "material" if it scores 3 or higher on a 1-5 scale. See page 116 for details of IROs assessment.

Finalizing material IROs and ESG topics

After assessing its IROs, Envu identified 30 key IROs that are most important to the company. These form the foundation of Envu sustainability reporting.

These IROs are grouped into core ESG topics for Envu, which support its five-pillar sustainability strategy.

The assessment is updated every year to reflect changes in priorities and to stay aligned with the latest CSRD and ESRS guidelines. The most recent update was completed in December 2024.

1 **Stakeholder and value chain activity mapping:** Identification of key activities, interactions and relationships with affected stakeholders.

2 **Identification and assessment of IROs:** Identification and assessment of 158 potential material IROs.

3 **Consolidation of material IROs and material topics:** Consolidation of 30 individual material IROs into the material topics for Envu and alignment to ESRS-CSRD guidance.

Envu double materiality matrix

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

ENVIRONMENTAL

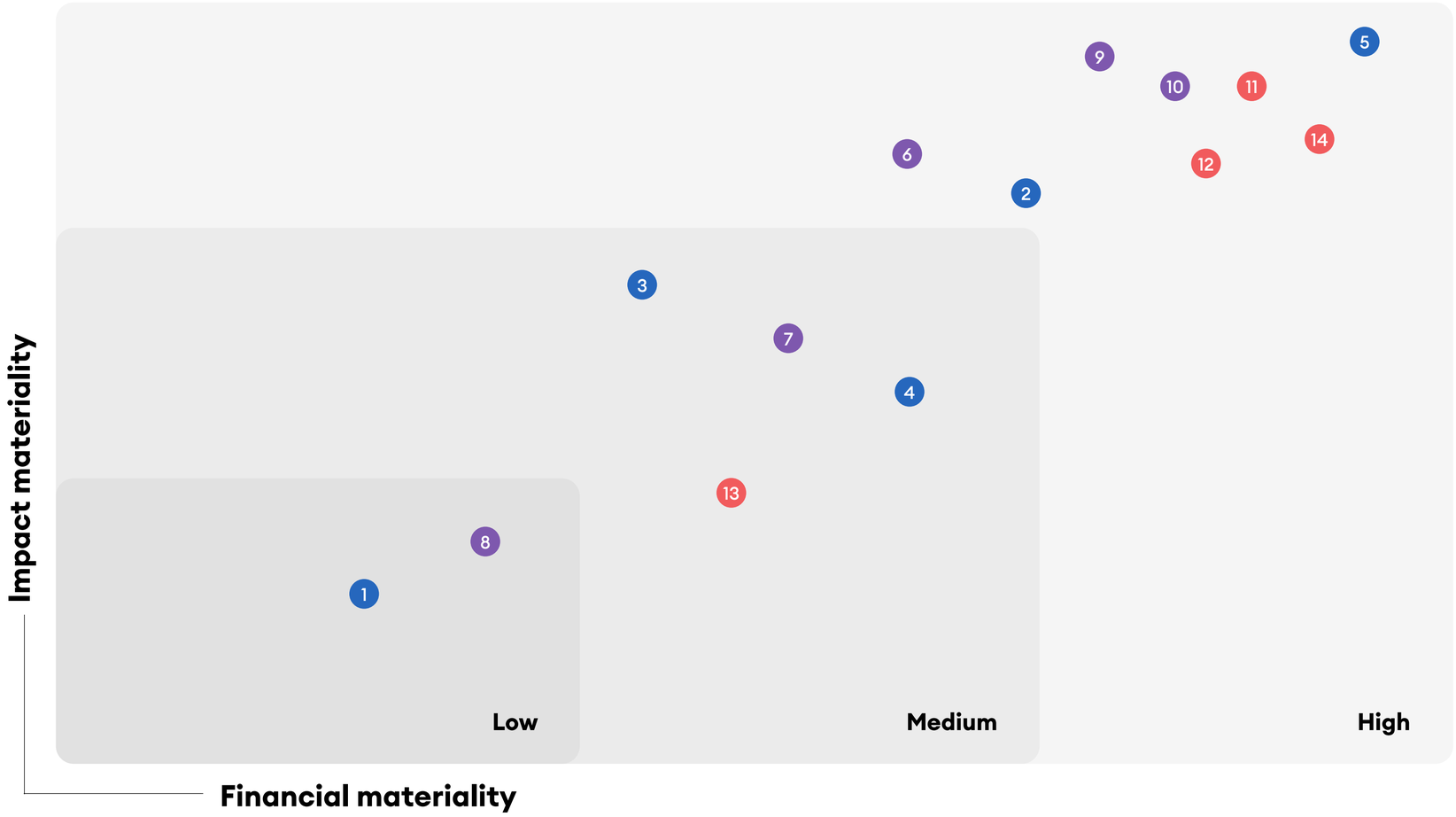
1. Climate Change Impacts: Own Operations
2. **Climate Change Impacts: Value Chain**
3. Water Resources
4. Waste and Resource Circularity
5. **Biodiversity and Ecosystems**

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 TOPICS

Actual
Potential
+ Positive impact
- Negative impact

1. Climate Change Impacts: Own Operations

DEFINITION
Envu Scope 1-2 emissions, including energy usage, renewables, efficiency initiatives, emissions reduction and Envu climate change adaptation measures (e.g., decarbonization policies, risk approaches).

IMPACT LEVEL
Low

STRATEGIC PILLARS
Decarbonizing the value chain

IROs

- **EN1 -** Scope 1 and 2 emissions from energy use in Envu offices and R&D hubs (although marginal to Scope 3 emissions) contribute negatively to climate change impacts.

+ **EP1 -** Envu can further drive reduction in its own operations' greenhouse gas (GHG) emissions by transitioning to RE-based electricity across 100% of its current offices and R&D hubs as well as any upcoming locations of operations, including those in less-developed regions (such as LATAM and APAC).

2. Climate Change Impacts: Value Chain

DEFINITION
Envu Scope 3 emissions, spanning indirect activities from business travel to end-consumer product impact and addressing climate risks in the supply chain.

IMPACT LEVEL
High

STRATEGIC PILLARS
Decarbonizing the value chain

IROs

+ **EP2 -** Envu forestry restoration and conservation products focus on maximizing healthy growth, meeting the growing demand for wood, and restoring native forests that store large amounts of carbon dioxide (CO_2) from the atmosphere, thereby supporting climate change mitigation efforts.

+ **EP3 -** Envu range and pasture activities enable tackling of invasive species and restoring perennials, which have resulted in significant increase of carbon sequestration in soil, thereby contributing to climate change impact mitigation.

- **EN5 -** Supply-chain-related Scope 3 emissions (logistics providers, business travel, purchased goods and services) account for the vast majority of Envu emissions and have a direct impact on climate change.

3. Water Resources

DEFINITION
Water resource management in Envu global operations and value chain, including usage in water-stressed areas, upstream wastewater discharge, recycling and pollution prevention.

IMPACT LEVEL
Medium

STRATEGIC PILLARS
Business ethics and governance

IROs

- **EN13 -** Wastewater or effluents discharged from the production of Envu products or from maintenance/cleaning processes (e.g., cleaning of tanks), if not disposed appropriately, can cause water pollution and other related environmental impacts such as soil contamination.

4. Waste and Resource Circularity

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.

IMPACT LEVEL
Medium

STRATEGIC PILLARS
Business ethics and governance

IROs

- **EN18 -** Use of plastic in Envu product packaging contributes to environmental harm through increased waste generation and further undermining Envu sustainability efforts.

+ **EO15 -** As demand for sustainable products and packaging grows, Envu can focus on redesigning its packaging toward a circular model by using recycled materials, reducing plastic use, preventing leaks and enabling product recyclability for customers. This strategy can help minimize environmental risks, meet the rising demand for sustainable solutions, and potentially support revenue protection and customer loyalty

5. Biodiversity and Ecosystems

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.

IMPACT LEVEL
High

STRATEGIC PILLARS
Nature-positive innovation

IROs

- **EN15 -** Contamination and pollution from hazardous chemicals can cause pollution and contamination of air, water and soil as well as depletion of insects and plant populations, resulting in biodiversity loss.

+ **EP14 -** Developing products or innovating formulations that can further support restoration or protection of wildlife species and plantations in and around turfs and golf courses can help reduce risks related to species extinction and contribute to overall biodiversity and ecosystem protection.

+ **EP16 -** Envu products, particularly those related to industrial vegetation management, are designed to slow the spread of annual grasses that degrade wildlife habitats, reduce ecosystem diversity and increase wildfire risk.

+ **EO12 -** Capitalizing on the rise in biological products demand could present financial opportunities for Envu in a shifting market in terms of increased revenues and market presence.

ENVU MATERIAL TOPICS

Actual
Potential
+ Positive impact
- Negative impact

6. Human Capital Development

DEFINITION
Envu human capital, including talent management, training, inclusion and belonging, and labor relations. It also addresses internal processes for workforce engagement, training, satisfaction and involvement in key decision-making.

IMPACT LEVEL
High

STRATEGIC PILLARS
Safe and inclusive workplace

IROs

+ **SP3 -** Fostering a workplace environment that promotes entrepreneurial culture among employees and focuses on providing learning and growth opportunities that enable a high career development path for all employees can likely lead to increased employee motivation and productivity and overall employee well-being.

+ **SP1 -** Cultivating a nurturing workplace environment by providing benefits such as flexible and reasonable work schedules, mental health support, and parental leave can likely result in increased employee productivity and motivation and support overall employee well-being.

+ **SO4 -** Investing in employees' learning and skill set development is critical to ensuring continued innovation and relevance of Envu products, thereby improving Envu competitive advantage, brand value and client retention.

- **SN9 -** Lack of inclusion and diversity in the Envu workforce (e.g., gender parity within management positions, ethnic and racial diversity) can result in a culture of exclusion or intolerance and inequitable opportunity and compensation for women and demographic minorities in the workforce.

7. Occupational Health, Safety and Well-Being

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.

IMPACT LEVEL
Medium

STRATEGIC PILLARS
Safe and inclusive workplace

IROs

- **SN16 -** Improper handling and misuse of Envu products can cause potential health and safety risks for both users and employees of Envu supply chain partners, putting affected individuals at risk of harm.

8. Human Rights and Labor Management

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.

IMPACT LEVEL
Low

STRATEGIC PILLARS
Safe and inclusive workplace

IROs

+ **SO7 -** Implementing responsible human rights and labour practices attracts conscious stakeholders, fostering growth, revenue and Envu social license to operate.

- **SN19 -** Limited screening or due diligence procedures to monitor labor rights or child/forced labor risks or lack of awareness of incidents across the value chain (especially beyond Tier 1) can result in unknown/unidentified human rights and modern slavery-related violation(s) for suppliers and their workers, attributable to Envu by association.

9. Community and Societal Impacts

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.

IMPACT LEVEL
High

STRATEGIC PILLARS
Healthier spaces and people

IROs

+ **SP9 -** Safeguarding food supplies in both rural and urban settings is a key focus for Envu with its diverse range of products, including solutions for pest control in food storage facilities and hospitality businesses. Envu plays a critical role in protecting food supplies from contamination and waste.

+ **SP11 -** Envu contributes to public health and a safer environment by providing solutions to control pests and bed bugs, helping to prevent the spread of mosquito-borne diseases like malaria and dengue in developing countries, thereby supporting healthier communities and reducing overall risks associated with these diseases in vulnerable regions.

- **SR13 -** Selling products consisting of any substances of concern can increase Envu exposure to higher regulatory and business disruption-related risks, especially with increasing regulatory requirements and shifting stakeholder expectations to phase out products considered harmful for society. This could impact Envu revenue, increase operational expenditures, and also pose reputational risks due to scrutiny from NGOs on continued presence of such products in the Envu portfolio.

10. Customers and End Users

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.

IMPACT LEVEL
High

STRATEGIC PILLARS
Business ethics and governance

IROs

- **SN25 -** Product and/or packaging mislabeling, unavailability or improper safety datasheet, and/or lack of or ineffective PPE can lead to the wrong dosage/application of the product, which may lead to an increase of toxicity levels on people impacted by application of the product beyond safety limits.

+ **SO13 -** Investors and customers are increasingly becoming focused on products with net-positive benefits rather than just negative impact reduction. Envu has an opportunity to showcase its added value to society and public health issues and change perceptions of chemical companies, which may strengthen its market position and financial opportunities.

- **SN23 -** Improper use or application of Envu products, devices or ingredients, including improper disposal of chemical solutions leading to cross-contamination (e.g., issues in quality control, unsafe ingredients) can have adverse health impacts on or risk of injury to consumers and end users as well as damage the health of communities they serve.

+ **SP13 -** Purchasing alternative solutions (e.g., biorationals, products with change solvents) or working with tollers/manufacturers that produce such alternative solutions with relatively lower toxicological profile compared to traditional counterparts can reduce Envu customers' and end users' exposure to harmful toxins from handling or application of such products and related incidents or accidents

Actual
Potential
+ Positive impact
- Negative impact

ENVU MATERIAL TOPICS

11. Portfolio Stewardship

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.

IMPACT LEVEL
High

STRATEGIC PILLARS
Business ethics and governance

IROs

+ **SO11 -** Envu strong portfolio stewardship management process to manage the environmental and safety risks of Envu products as well as supporting end-user health and safety enables it to maintain its position as a strong partner both upstream and downstream, thereby resulting in increased customer and partner loyalty and retention and brand value.

- **SR13 -** Selling products consisting of any substances of concern can increase exposure to higher regulatory and business disruption-related risks, especially with increasing regulatory requirements and shifting stakeholder expectations to phase out products considered harmful for society. This could impact revenue, increase operational expenditures and also pose reputational risks due to scrutiny from NGOs on continued presence of such products in the Envu portfolio.

12. Sustainable Procurement Practices

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.

IMPACT LEVEL
High

STRATEGIC PILLARS
Business ethics and governance

IROs

- **GN3 -** Lack of effective governance and verifiable oversight on suppliers complying with the Envu Supplier Code of Conduct and procurement standards due to its limited influence and control on supplier practices can lead to modern slavery and other human rights grievances as well as lead to environmental harm and exploitation.

+ **GO4 -** Envu has an opportunity to diversify its suppliers and collaborate with more environmentally conscious partners by using ESG criteria to select its new supplier base including using recognized supply chain-related certifications such as EcoVadis. This can help build trust and enhance the perception of Envu with its supply chain partners.

13. Responsible Business and Governance Practices

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.

IMPACT LEVEL
Medium

STRATEGIC PILLARS
Business ethics and governance

IROs

- **GN2 -** Lack of effective due diligence procedures around whistleblowing practices may lead to socioeconomic consequences for employees and communities such as job insecurity among employees, reduced employee well-being and productivity, and overall loss of trust within communities.

- **GN5 -** Failure to implement stringent verification and due diligence procedures to ensure adherence with anti-corruption and anti-bribery policies across the value chain may result in unethical business practices such as distortion of fair competition, compromise of government information and risks of human rights violations.

- **GR5 -** Lack of sufficient controls or inadequate monitoring and due diligence over Envu business activities and involvement with government authorities in the value chain (e.g., as part of mosquito management-related work) can likely increase Envu exposure to bribery and corruption-related risks or reputational risks from stakeholders due to concerns related to Envu political activities and engagement.

14. Regulatory and Compliance

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, finesand claims.

IMPACT LEVEL
High

STRATEGIC PILLARS
Business ethics and governance

IROs

- **GR11 -** The imposition of additional tariffs on imports (for e.g., import tariffs in the U.S levied by the recent government) along with retaliatory measures from other countries may lead to higher customs duty liabilities associated with importing goods, resulting in increased costs of goods and a negative impact on the Envu profitability.

Stakeholder engagement

As part of this assessment, Envu interviewed key internal and external stakeholders to gather their views on the most important ESG topics.

These interviews provided insights into market expectations for ESG performance and helped identify the ESG topics, impacts, risks and opportunities that matter most to them when working 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

Twenty-six 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:

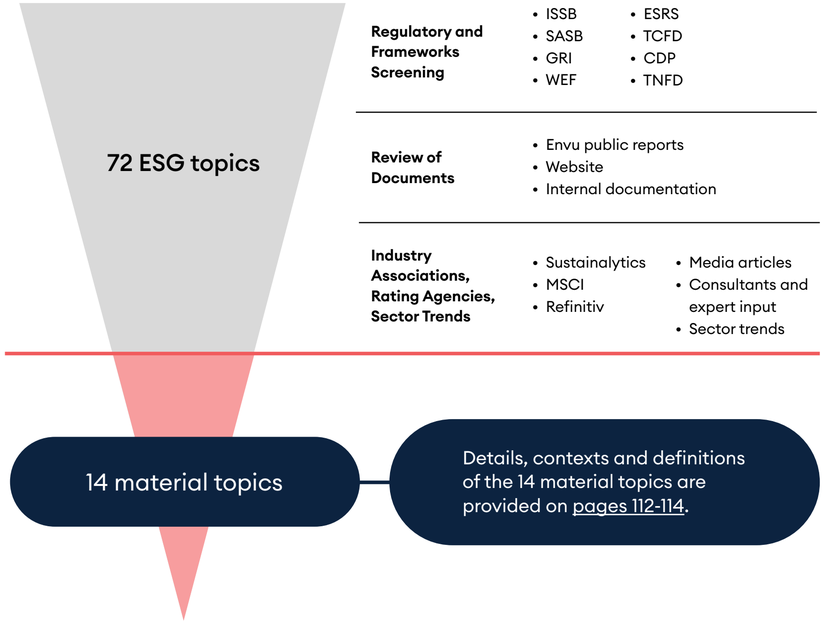
- Finance
- Innovation and Portfolio Stewardship
- Marketing
- Procurement and Supply Chain
- People, Change and Communication

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)

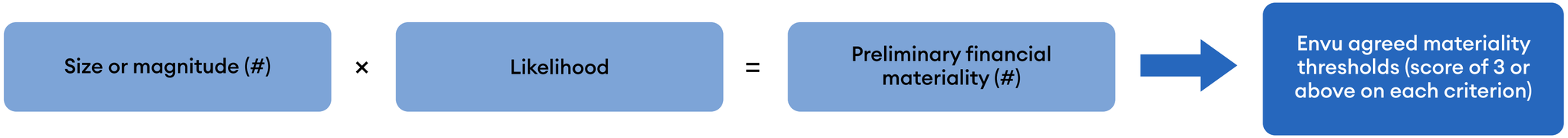
Based on the insights gained through the first three steps of the methodology, the 14 ESG topics were scored based on criteria suggested by ESRS 1 and 2 for impact materiality (inside out) and financial materiality (outside in):

Impact scoring overview

*EFRAG provides flexibility to provide one overall “severity” score where it is not possible to score scale and scope seperately.
**Irremediability is only scored for negative impacts. Furthermore, in the case of potential negative human rights impacts, severity will take precedence over likelihood.

Following the impact materiality assessment, the financial materiality will be assessed.

Financial scoring overview



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.

Section 7

Decarbonization deep dive

Our GHG emissions – methodologies and approach

SCOPE 1: 2024

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 2024
- U.S. EPA - Emission Factor Hub 2024
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2024
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2024)

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: 2024

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 2024
- U.S. EPA - Emission Factor Hub 2024
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2024
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2024)

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: 2024

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 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 12: End-of-life treatment of sold products

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 2024
- U.S. EPA - Emission Factor Hub 2024
- U.S. EPA - EEIO Factors 2.0.1-411 AR4
- IEA 2023 / UK DEFRA 2024
- U.S. EPA - eGRID 2022 Sub-Region (Publication Year 2024)
- IEA International Electricity Factors (2024)

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.

Our Scope 1, 2 and 3 GHG emissions deep dive

Scope 1 and 2 Breakdown FY23 vs. FY 24

	2023	2024
Greenhouse Gas Emissions: Scope 1 + 2 (tCO2e)		
Total Scope 1 Emissions	1,857.17	2,376.37
Own Operations	210.86	250.71
Fleet	1,582.81	2,062.16
Fugitive Emissions	63.50	63.50
Total Scope 2 Emissions	Location-based: 1,305.32 Market-based: 1,688.41	Location-Based: 1,042.69 Market-Based: 1,340.31
Electricity Grid	1,210.00	1,110.13
Purchased Heat and Steam	478.41	230.18

GHG intensity (per revenue) FY23 vs. FY24

	2023	2024
Greenhouse Intensity (per revenue)		
Types of GHG Emissions Included in the Intensity Ratio	All	All
Gases Included in the Calculation Whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 or All	All	All
Overall	0.24 tCO2e per 1,000 USD of revenue	0.22 tCO2e per 1,000 USD of revenue

Scope 3 Breakdown FY23 vs. FY 24

	2023	2024
Greenhouse Gas Emissions: Scope 3 (tCO2e)		
Total Scope 3 Emissions by Categories	**207,958.43**	**203,806.33**
Cat 1 - Purchased Goods and Services	194,699.15	186,473.63
Cat 2 - Capital Goods	1,450.12	1,115.85
Cat 3 - Fuel- and Energy-Related Activities	804.96	879.35
Cat 4 - Upstream Transportation and Distribution	7,328.17	10,736.33
Cat 5 - Waste Generated in Operations	35.80	31.87
Cat 6 - Business Travel	2,457.87	3,276.40
Cat 7 - Employee Commuting	424.00	513.00
Cat 8 - Upstream Leased Assets	Not applicable: Envu does not operate any leased assets not already included in Scope 1 and 2	
Cat 9 - Downstream Transportation and Distribution	328.80	327.90
Cat 10 - Processing of Sold Products	Not applicable: Envu products do not undergo any additional processing before reaching the end users	
Cat 11 - Use of Sold Products	Not reported: Lack of available data on GHG impact of biocides products	
Cat 12 - End-of-Life Treatment of Sold Products*	429.56	451.70
Cat 13 - Downstream Leased Assets	Not applicable: Envu does not lease any assets for operations by a third party	
Cat 14 - Franchises	Not applicable: Envu does not operate any franchises	
Cat 15 - Investments	Not applicable: Envu does not have any investments	

Reporting period: January 1-December 31

*This category is calculated based on assumptions and extrapolation due to lack of accurate downstream data.

Energy deep dive at Envu

Energy consumption at site: 2023

Facility	Calculation Method	Location-Based		Market-Based	
	Footprint Source	Emissions (tCO2e)	Energy Used (kWh)	Emissions (tCO2e)	Energy Used (kWh)
Brazil Office	Purchased Electricity - Facility	6.63	49,390.04	6.63	49,390.04
Brazil Research and Development Paulinia	Purchased Electricity - Facility	16.67	124,215.00	16.67	124,215.00
France Office	Purchased Electricity - Facility	4.26	70,987.87	8.87	70,987.87
Germany Office	Purchased Electricity - Facility	394.49	1,130,337.00	773.18	1,130,337.00
	Purchased Heat and Steam	478.40	2,664,001.00	478.40	2,664,001.00
USA Headquarters	Purchased Electricity - Facility	89.77	316,018.00	89.77	316,018.00
USA Research and Development Clayton	Purchased Electricity - Facility	101.89	358,677.00	101.89	358,677.00
USA Research and Development Morrisville	Purchased Electricity - Facility	213.22	750,607.00	213.22	750,607.00
TOTAL	Purchased Electricity - Facility	1,305.32	5,464,232.91	1,688.63	5,464,232.91

Energy consumption at site: 2024

Location-Based		Market-Based	
Emissions (tCO2e)	Energy Used (kWh)	Emissions (tCO2e)	Energy Used (kWh)
4.41	59,137.49	7.94	59,137.49
11.23	150,800.00	20.24	150,800.00
4.88	76,088.87	9.51	76,088.87
348.54	950,230.13	649.99	950,230.13
230.18	1,281,459.00	230.18	1,281,459.00
97.25	326,357.00	92.69	326,357.00
104.19	349,644.00	99.31	349,644.00
242.00	812,111.40	230.66	812,111.40
1,042.69	4,005,827.89	1,340.51	4,005,827.89