



2025

Envu Sustainability Report



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1

Introduction



A foreword from CEO, Gilles Galliou

At Envu, our purpose is clear: to advance healthy environments for everyone, everywhere.

As a focused environmental science company, we operate at the intersection of nature and society, helping our customers manage some of the world’s most essential environments. From supporting public health efforts and critical infrastructure management to contributing to food security and land stewardship, we recognize the important role of environmental science in addressing evolving societal and environmental pressures. It is what we mean when we say, “Be a Force with Nature”.

Today, the challenges facing people and the planet are becoming increasingly complex. Climate change, biodiversity loss, rapid urbanization and evolving public health risks are reshaping the environments we depend upon. Addressing these complex issues requires more than innovation alone – it requires collaboration, scientific rigor and a long-term commitment to responsible stewardship.

At Envu, sustainability is embedded in how we think, innovate and grow. It informs the choices we make, the partnerships we build and the solutions we bring to market. Our ambition is not only to help address today’s priorities, but also to help create a stronger foundation for the future. In 2025, we continued to turn that ambition into action.

Over the past year, we strengthened the integration of sustainability across our business, advancing the foundations that support long-term value creation. We expanded the way sustainability informs innovation and portfolio decisions, accelerated progress on our climate journey, and further embedded responsible business practices throughout our operations and value chain.

At the same time, the positive contribution of our solutions continued to be demonstrated across the many environments our customers manage every day. This reinforces our belief that responsible stewardship and business performance can go hand in hand.

Our people remain at the heart of everything we do, bringing expertise, passion and a shared sense of purpose to our mission. By fostering a workplace culture where employees can grow, contribute and thrive, we are building the capabilities needed to address the challenges of tomorrow.

While we are proud of the progress made so far, we recognize that sustainability is a journey of continuous improvement. There is still much to learn, much to achieve and many opportunities ahead. Our focus remains on accelerating innovation, strengthening resilience across our value chain, deepening engagement with customers and stakeholders, and advancing solutions that create meaningful benefits for both people and nature.

As we look ahead, we remain confident in the role Envu can play in helping shape healthier environments around the world. By combining science, stewardship and collaboration, we will continue working alongside our customers and partners to respond to complex challenges while creating lasting value.

Gilles Galliou,
Chief Executive Officer



Our business and purpose

We are Envu

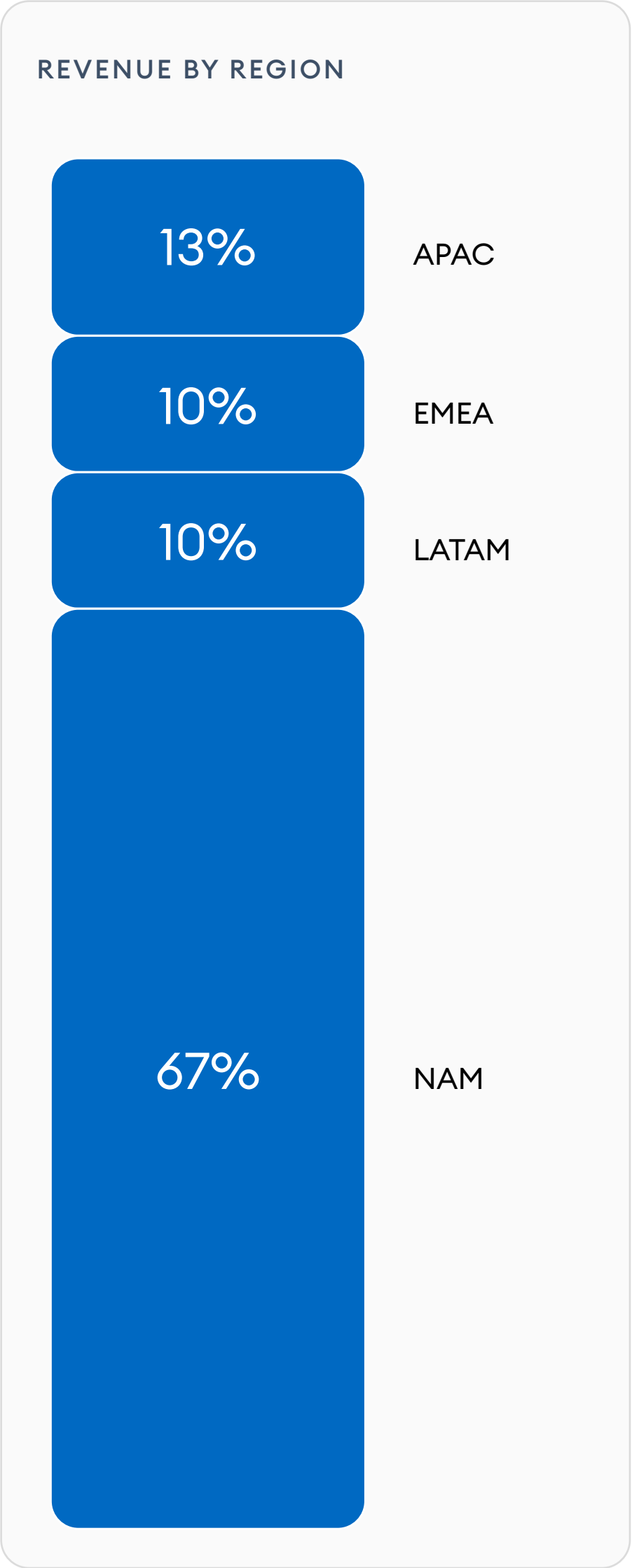
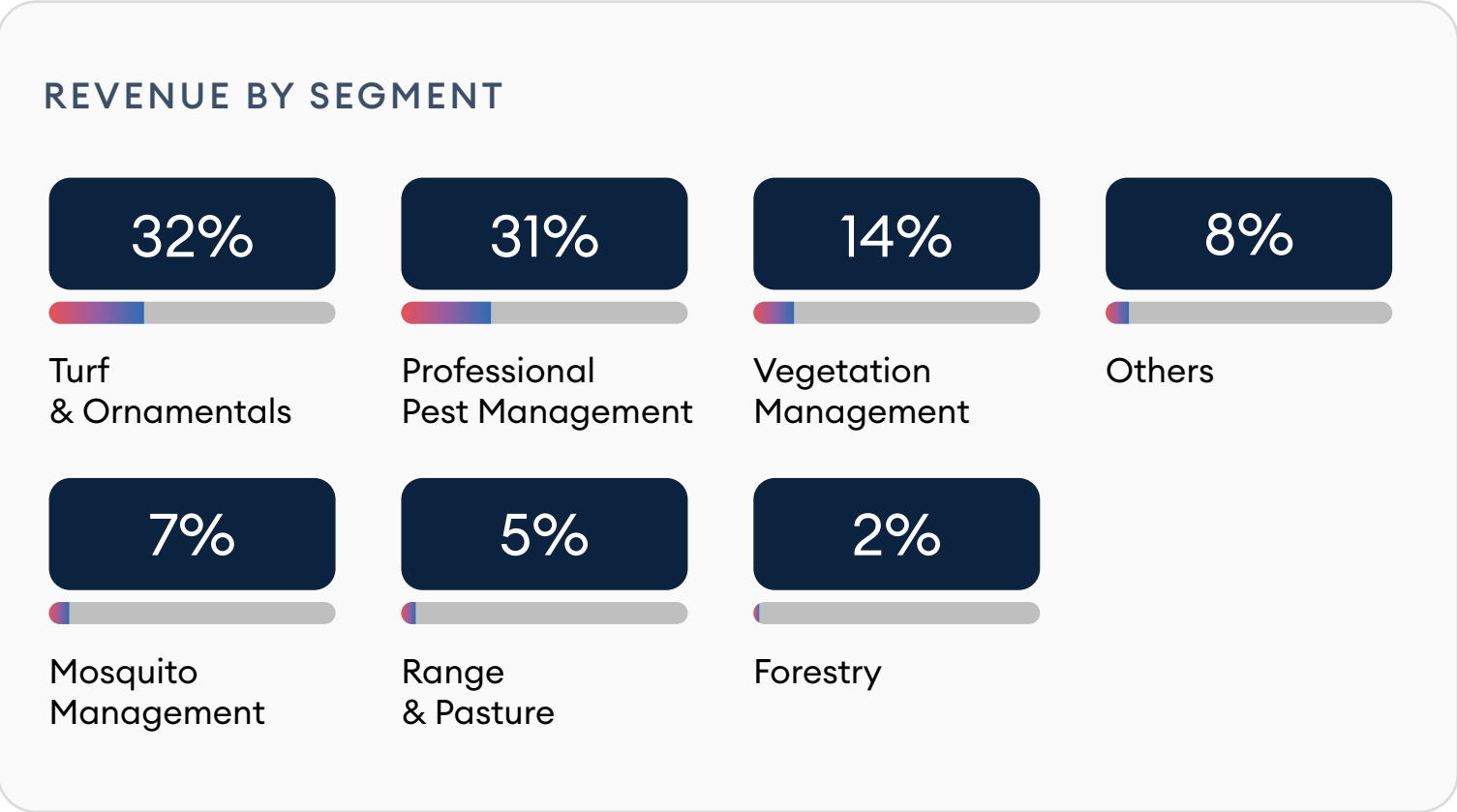
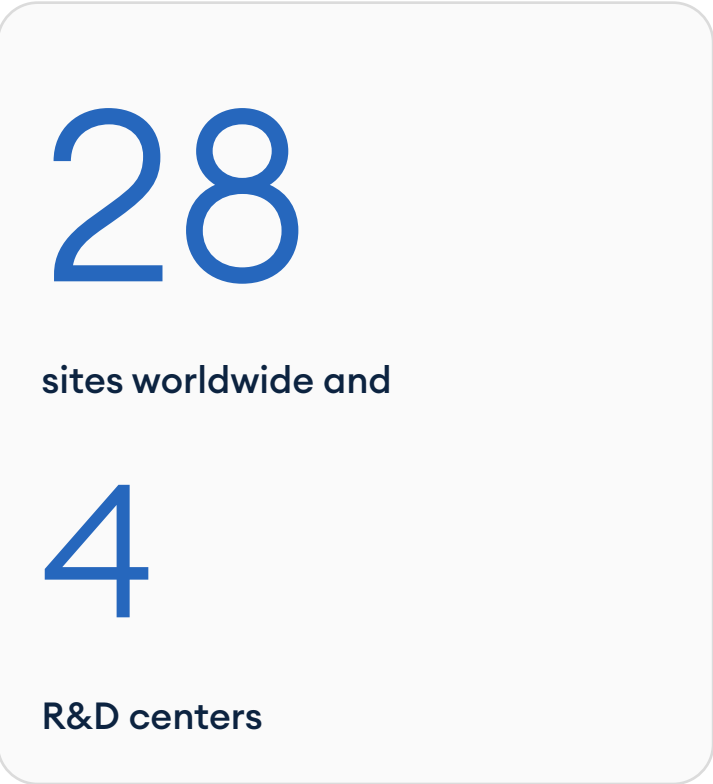
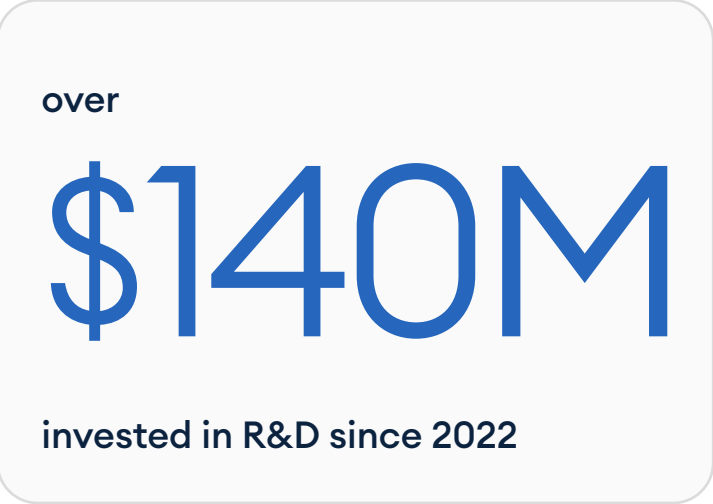
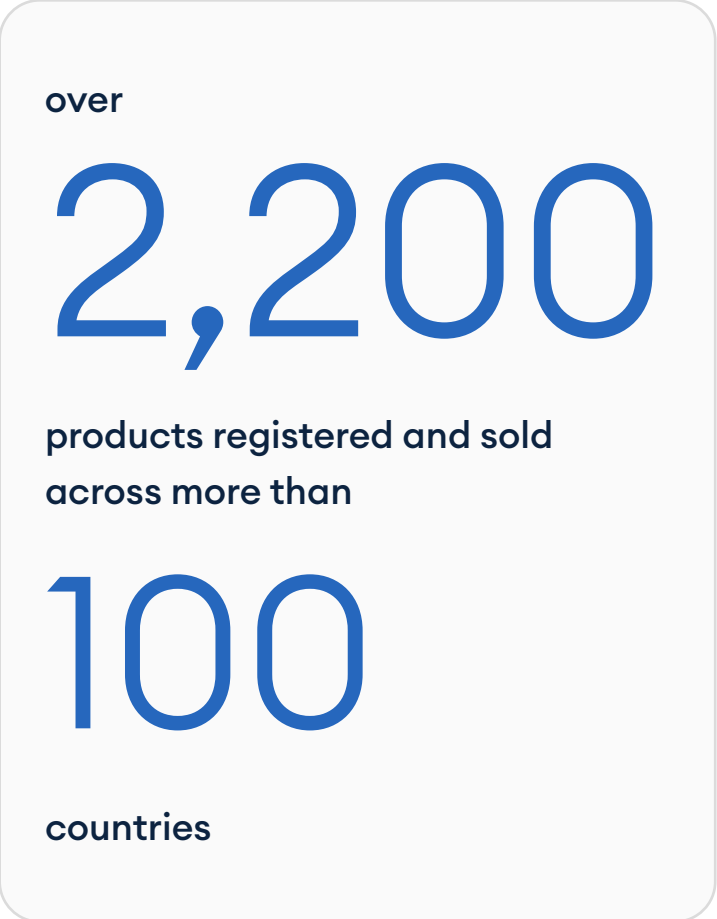
At Envu, we are dedicated to helping create and maintain healthier environments where people live, work and play. Built on more than 50 years of experience in environmental science, we combine technical expertise, customer insight and a strong commitment to responsible business practices to support customers around the world.

As a focused environmental science company, we work closely with customers to understand the challenges they face today while anticipating the needs of tomorrow. Across diverse markets and geographies, those challenges are increasingly shaped by climate change, biodiversity pressures, urbanization, evolving regulations and changing stakeholder expectations.

Our purpose is to provide science-based solutions and expert support that help customers manage the environments they serve more effectively, efficiently and responsibly. We do this through innovation, stewardship and collaboration across our value chain.

By listening closely to our customers and partners, we aim to develop practical solutions that respond to real-world needs while contributing to long-term business resilience and healthier shared spaces.

BY THE NUMBERS¹



¹ As per 31/12/2025

Our solutions

At Envu, our purpose is to develop innovative solutions that help address environmental challenges and support healthier environments, while continuously improving the sustainability of our operations and products.



TURF & ORNAMENTALS

Our science-based products focus on protecting, diagnosing and maintaining healthy turf and ornamental landscapes year-round.

Impact: Helping strengthen landscape resilience to challenging weather conditions, diseases and evolving pathogens. Sustaining golf quality playing surfaces.

Product highlights in the report: Specticle Flo®, Fiata Stressgard®

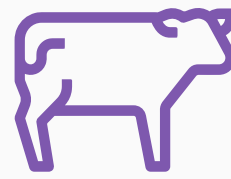


INDUSTRIAL VEGETATION MANAGEMENT

Our state-of-the-art solutions and tools act as preventive measures that offer safe and effective control of unwanted, invasive or noxious weeds in roadways, railways, bareground and utility corridors.

Impact: Enhancing safety and visibility on infrastructure maintenance to preserve longevity and reduce operational risks through more precise and targeted herbicide use.

Product highlights in the report: SWS system, Esplanade Sure®



RANGE & PASTURE

Our focus here centers around targeting specific invasive species that present threats toward native vegetation, local biodiversity and the ecosystem as a whole.

Impact: Managing invasive weeds and brush allows healthy grasses to grow, increasing forage for livestock, helping interrupt the cycle of cheatgrass and reducing wildfire risks.

Product highlights in the report: Rangeview®, Rejuvra®, Invora®

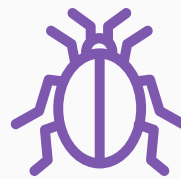


FORESTRY

Our forestry solutions are designed to protect various forest sites – hardwood or conifer plantations – focusing on site preparation and weed-control, supporting the health of our trees and forests.

Impact: Managing forest sites properly helps to maximize the health and quality of forests trees, restore and protect native forests.

Product highlights in the report: Esplanade®, Fordor®



PROFESSIONAL PEST MANAGEMENT

Our proactive solutions and innovative tools help pest management professionals manage a wide range of pests that can carry and spread diseases, safeguarding people, urban environments, and food storage facilities.

Impact: Controlling pests effectively with proper tools and science-driven solutions helps reduce the spread of serious pest-borne diseases, prevent structural damages on vital infrastructures and risk of infestation escalation in our living spaces, supporting healthier and safer environments and guaranteed food supply.

Product highlights in the report: Harmonix®, Racumin®, Agenda®, K-Obiol®



MOSQUITO MANAGEMENT

Our lab experts and technical professionals continuously research and develop targeted, responsible and safe methods to control mosquitoes worldwide and help protect communities from harmful vector-borne diseases such as malaria and dengue.

Impact: Effective vector control helps protect people and public health by slowing the spread of vector-borne diseases, fighting mosquito resistance and improving quality of life and resilience of our community.

Product highlights in the report: Barricor®, Fludora Fusion®

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Sustainability at Envu



A message from CSO, Marine Sanouiller

Over the past year, we have strengthened the foundations of our sustainability strategy, and demonstrated what meaningful, science-based progress looks like in practice. Since becoming an independent company in 2022, we have worked to embed sustainability into every layer of our organization – across governance, operations, and our innovation pipeline. In 2025, this commitment reached a pivotal inflection point, as sustainability becomes increasingly integrated into our decision-making processes, and long-term growth strategy.

This year, we made tangible progress against our climate ambitions. We advanced our decarbonization roadmap, achieving an 18% reduction in Scope 1 and 2 emissions while continuing to build the systems and partnerships required to address Scope 3 emissions more comprehensively. At the same time, we deepened supplier engagement through our Sustainable Procurement Program, helping key partners align with our standards and collectively reduce environmental impacts across the value chain. We also expanded lifecycle and product-level carbon assessments, enabling greater transparency for our customers and supporting more informed, sustainable product choices.

As highlighted throughout this report, we have continued to build and reinforce the core pillars of our sustainability program. External recognition, including EcoVadis Gold in 2024 and a CDP score of B this year, reflects both our progress and our commitment to continuous improvement. These milestones are not endpoints, but important validations that we are moving in the right direction while identifying areas where we must go further.

Our impact extends well beyond climate. This year, we helped promote healthy green spaces around the world, supported the protection of 3.7 million people from vector-borne diseases, and contributed to safeguarding 95 million tons of grain from food loss. Through ongoing innovation in vector control and the

strategic acquisition of a complementary asset, we have strengthened our ability to support healthier communities while addressing critical public health challenges. At the same time, our efforts to restore ecosystems and enhance biodiversity continue to expand, reinforcing the vital connection between environmental resilience and human well-being.

These achievements reflect our core belief that environmental stewardship and business performance are mutually reinforcing. By integrating sustainability into innovation and product development, we are not only reducing risk, but also unlocking new opportunities to create value for our customers, partners, and society. Looking ahead, we will continue to scale nature-focused innovation, deepen sustainability considerations across our portfolio, and strengthen resilience throughout our value chain in the face of evolving environmental and regulatory pressures.

As we prepare for the next update of our Double Materiality Assessment, our priorities remain clear: deepen stakeholder engagement, accelerate decarbonization across all scopes, and ensure that sustainability is fully embedded in every part of our business. We are also committed to enhancing measurement, transparency, and accountability to better track our progress and inform our decision-making.

Sustainability is not a parallel effort at Envu – it is a lens through which we shape long-term value creation and define the future we want to help build. By continuing to align our actions with science, stakeholder expectations, and global sustainability goals, we are positioning Envu to deliver impact for people, nature, and the communities we serve.

Marine Sanouiller,
Chief Sustainability Officer



2025 Highlights

Progress towards our goals

NATURE-FOCUSED INNOVATION

113,000

hectares of restored land.

94

of invasive species for which Envu products have registered use.

275,000

hectares of green spaces covered and protected.

HEALTHIER SPACES AND PEOPLE

96 million

tons of grain protected from food loss.

3.7 million

of households protected from vector-borne diseases (malaria and dengue).

54,000 km

of railways protected by the Smart Weeding System.

ENHANCE SUPPLY CHAIN RESILIENCY

18%

reduction in scope 1&2.

CDP Score B

for carbon disclosure.



SAFE AND HIGH-PERFORMING CULTURE

92%

inclusion score.

Great Place To Work®

certified across US, France and India for the second consecutive year.



Our sustainability journey milestones



 Environmental Visionary

 Focused Leader

 Trusted Partner

Our sustainability pillars



NATURE-FOCUSED INNOVATION

Advancing innovation through stewardship and lifecycle thinking

At Envu, we recognize the importance of balancing effective customer solutions with responsible environmental stewardship. As customer expectations evolve, recent insights have highlighted biodiversity and ecosystem considerations as increasing priorities across many of the markets we serve. In response, we continue integrating sustainability into innovation and portfolio decisions through our Portfolio Sustainability Assessment (POSA) framework. We also aim to expand lifecycle assessments (LCA), and promote stewardship throughout the product lifecycle.

Our approach includes product stewardship, supporting responsible product use, providing training on product stewardship and integrated pest management practices, and collaborating through our 360° innovation model with industry peers, academic institutions and regulatory authorities.

Material topics

- Biodiversity and ecosystem
- Portfolio stewardship

UNSDGs alignment:





HEALTHIER SPACES AND PEOPLE

Protecting the spaces society and nature share

We help our customers manage environments that are important to communities, infrastructure and public well-being. Through our mosquito management business, we support public health programs aimed at reducing vector-related risks, including in regions vulnerable to diseases such as malaria and dengue. Our stored grain solutions help customers reduce post-harvest losses and protect food supply chains. Our pest management solutions are used to help maintain hygiene standards, protect assets and support operational continuity.

Looking ahead, we intend to continue strengthening the positive contribution of these businesses through innovation, stewardship and customer support.

Material topics

- Community and societal impacts
- Product stewardship

UNSDGs alignment:





ENHANCE SUPPLY CHAIN RESILIENCY

Strengthening resilience across operations and value chain

A resilient and efficient supply chain is essential to serving customers and managing environmental and operational risks. Because a significant share of Envu’s impacts and emissions are linked to the value chain, collaboration with suppliers, tollers and strategic partners remain a key priority. We continue working to strengthen supplier relationships through our Sustainable Procurement Program to improve transparency and integrate sustainability criteria into procurement processes. We also continue progressing on our decarbonization objectives through practical actions across operations and the value chain.

Material topics

- Climate change impacts (Own operations)
- Climate change impacts (Value chain)
- Sustainable procurement
- Waste and resource circularity
- Water resources

UNSDGs alignment:





SAFE AND HIGH-PERFORMING CULTURE

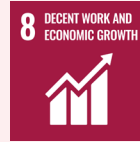
Developing talents and creating value

People are central to Envu’s success. Our diverse workforce brings a broad range of perspectives, ideas and experiences that help drive innovation and business performance. We are committed to creating a workplace where employees feel valued, included and empowered to grow. This includes continued investment in learning, coaching, mentoring, leadership development and employee engagement. Maintaining safe working environments remains a core priority. We continue working to strengthen health and safety practices, support employee well-being and foster a culture of belonging built on equal opportunity and respect.

Material topics

- Human capital development
- Human rights and labor management
- Occupational health, safety and well-being

UNSDGs alignment:





BUSINESS ETHICS AND GOVERNANCE

Maintaining trust through integrity and accountability

Integrity and accountability are fundamental to how Envu operates. As the company continues to grow, strong governance and effective risk management remain essential to long-term success. We are committed to responsible business conduct, transparent decision-making and compliance with applicable laws and regulations. Our governance framework supports oversight of key risks, internal controls and sustainability priorities across the organization. Looking ahead, we aim to enhance our control environment and further integrate sustainability considerations into governance and strategic decision-making.

Material topics

- Responsible business and governance practices
- Customers and end-users
- Regulatory and compliance
- Community and societal impact

UNSDGs alignment:



Our material sustainability topics

Our sustainability roadmap and associated pillars are rooted in our material sustainability topics, determined from stakeholder interviews. From 30 highly relevant IRO, 14 are material and 8 are first areas of focus given both their financial and impact materiality. More details on the DMA methodology can be found in the [DMA Deep Dive](#).

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

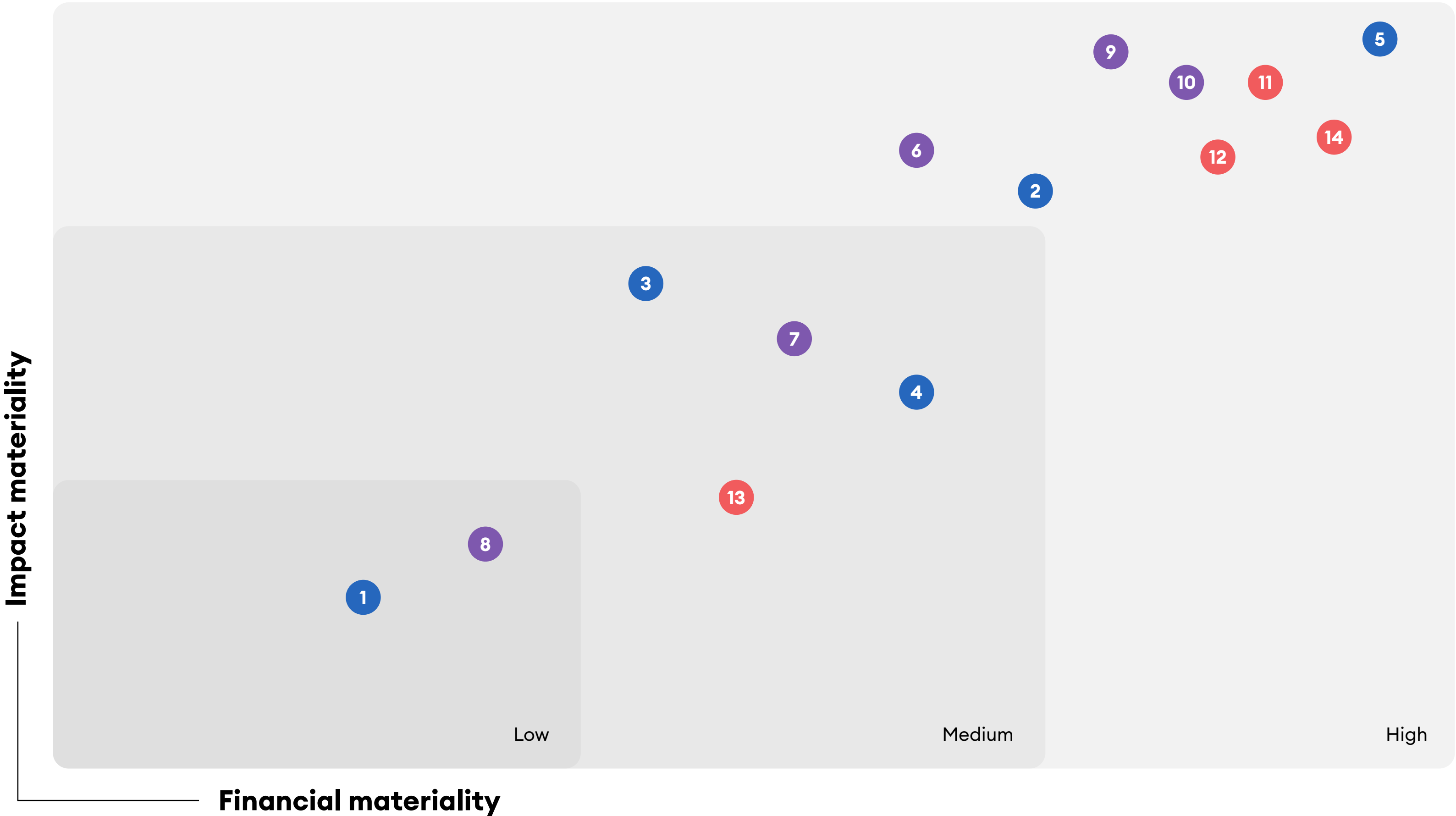
SOCIAL

- 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 DOUBLE MATERIALITY MATRIX



3

Nature-focused innovation



Nature-focused innovation

Advancing innovation through stewardship and lifecycle thinking

At Envu, we believe innovation plays an important role in supporting our customers, and advancing environmental stewardship. Our innovation efforts are grounded in science and focused on protecting the spaces where nature and society meet. By listening closely to our customers and innovating with purpose, we seek to address their challenges and contribute to healthier, more resilient managed environments.

As a focused environmental science company, we bring together expertise across forestry, rangeland management, entomology, turf management, vegetation management, chemistry, biology and data science.

Through this multidisciplinary approach, we work alongside customers and partners to develop practical solutions that support effective environmental management while promoting responsible use. Our approach to innovation is grounded in science, customer insight and stewardship. We assess our portfolio through a lifecycle lens, strengthen our understanding of product impacts and opportunities, and support customers with training, tools and guidance designed to help them use our solutions effectively and responsibly.

KEY ACTIONS

Implement innovation & portfolio stewardship approach

Support biodiversity and ecosystem through invasive species control

Contribute to the restoration of rangelands and native forests

Support the management of urban green spaces

TRACKING OUR CONTRIBUTION

KPI	2023 BASELINE	2025 HIGHLIGHTS	ENVU 2026 TARGET
Number of invasive species for which Envu products have registered uses	93 most invasive species	94 most invasive species	Grow the number of invasive species controlled by Envu products and expand our geographical footprint
Number of hectares of restored land	76,000 hectares	113,000 hectares	160,000 hectares
Number of hectares of green space covered and protected	264,000 hectares	275,000 hectares	295,000 hectares
Number of sites assessed for biodiversity considerations	75% of sites worldwide have been assessed. - Native habitats voluntarily restored at the Paulinia site.	75% of sites worldwide have been assessed	100% of our sites assessed by the end of 2026



Stewardship and product development

Responsible management

Our portfolio stewardship approach focuses on the responsible management of products that can contribute to healthier spaces and people, as well as to the protection and restoration of native species restoration.

These products are regulated, used by professionals and require know-how, knowledge and the right equipment to be

applied safely, maximizing efficacy while preserving human and environmental safety. As leaders in our category, we seek to exemplify portfolio stewardship throughout a life cycle approach that addresses major aspects of responsible product management. Our approach to portfolio stewardship recognizes that sustainability performance evolves over time and depends on product hazards, responsible use, regulatory compliance and continuous improvement.

Our product stewardship activities include investing in safety and quality testing of products and services; understanding and maintaining compliance with regulatory requirements, including international trade laws and regulations; continuously improving development, manufacturing, distribution and production processes; and promoting responsible product use and stewardship methods.

Envu ensures that products and services are tested in accordance with applicable regulations and undergo robust risk assessment aligned with our Product Safety policy and relevant regulatory requirements. To support our product stewardship approach, we also conduct human and environmental risk assessments for the products we sell when used in line with label recommendations, including cases where such assessments are not explicitly required by local authorities. This approach reflects our focus on maintaining high standards of customer health and safety across our operations.

Our regulatory teams perform systematic review of product labeling to ensure conformity with registered uses and to verify that required or voluntary stewardship-related information is included.

We also centrally monitor customer health and safety incidents and apply integrated reporting and root-cause analysis processes. In 2025, no significant instances of non-compliance with regulations or voluntary codes related to the health and safety impacts of our products were reported.

For Envu, innovation starts with listening to customer challenges – and many of the most forward-looking solutions are developed alongside external partners who share a common purpose in addressing the same scientific challenges.

Envu’s innovation model is an integrated approach designed to turn customer insight into real-world impact. Acting as a partner of choice, Envu combines its focused expertise in environmental science with strategic partnerships to identify and deliver the most effective solutions for customers.

This approach enables us help our customers respond to evolving challenges across different environments.

Envu’s innovation approach builds on the expertise of multidisciplinary scientific teams, global research and development capabilities, and collaboration with external partners.

Across our four global innovation centers, located in the US, Brazil, Germany and Singapore, research and development activities support the testing of new active ingredients, reformulation of existing solutions and evaluation of in-licensing technologies.

These capabilities, together with partnerships with universities, research institutions and startups, support continuous improvement of our portfolio in response to emerging risks and changing custom needs. We provide integrated solutions, including products, services and technical support, enabling effective and responsible application in the field.



Portfolio Sustainability Assessment (POSA)

When our customers make choices they balance several decision-making criteria, such as efficacy in short and long term, price for value and sustainability performance of the solution. By listening closely to our customers, we recognize an increasing demand for integrated product solutions to address challenges such as pest control and land management. Customers are seeking a combination of products that include solutions with improved human and environmental health profiles, alongside well-established products that are used under robust stewardship practices designed to minimize potential harm. In response to this demand, Envu designed and implemented a proprietary Portfolio Sustainability Assessment (POSA) framework to support portfolio management and innovation decisions.

The POSA framework, inspired by the World Business Council for Sustainable Development’s (WBCSD) chemical industry methodology, supports internal decision-making by providing a structured, science-based assessment of product across multiple dimensions. The POSA methodology combines systematic data analytics and science-based metrics to support long-term decision-making. It provides a structured view of the portfolio in relation to customer benefits and stakeholder expectations, supporting efforts to continuously improve sustainability performance.

Our POSA model is currently leveraged across Envu’s activities in these three main areas, supporting portfolio evaluation, research and development, and stewardship practices.

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 costumers and stakeholders for proper use of our products.

Since 2024, we have applied the POSA model through a structured 360° assessment to evaluate potential risks, impacts, and value creation opportunities across five key dimensions. The model is data-driven and measures each product profile against 60 data points across these five key dimensions:

- Environmental and social performance.
- Contribution to the UNSDGs¹.
- Risks and hazards, including human and environmental health aspects.
- Alignment with value-chain sustainability ambitions.
- Anticipated regulatory developments.

The POSA methodology compares individual products with comparable market references, supporting our teams in identifying improvement opportunities and using competitive benchmarking as a healthy challenge.

The portfolio is classified into categories:

Category A

Products with a demonstrably improved human and environmental health profile, aligned with value-chain sustainability ambitions.

Category B

Products with a neutral contribution in relation to value-chain ambitions.

Category C

More established products, where a strong focus on stewardship - such as enhanced labeling, user training and guidance on safe use – helps minimize potential risks and unintended impacts.

As the POSA framework continues to evolve, we plan to further enhance the model by progressively integrating additional relevant variables, such as product carbon footprint. Using predefined and standardized criteria related to sustainability performance and values and stakeholder expectations

“The Portfolio Sustainability Assessment (POSA) reflects Envu’s approach to integrating sustainability considerations into business decision-making. Together with other criteria that are important for our customers, the framework supports a more structured allocation of resources toward relevant technologies and solutions. In doing so, POSA helps Envu support customers while addressing industry-related sustainability challenges and contributing to long-term business performance.”

Tiffany Fremder,
Chief Marketing Officer

¹ Some Envu products may have direct or indirect contribution to certain UN Sustainable Development Goals (SDGs). This POSA allows Envu to measure the impact of their products and report on these specific SDGs.

Sustainable innovation: Carbon footprint capabilities developed at scale in 2025

Many of our customers have set carbon reduction ambitions and are increasingly seeking to work with suppliers that can support greater transparency on product-level emissions. Since 2025, Envu has been able to provide on-demand product carbon footprint information for selected portfolio to support more informed decision-making.

By offering product level emissions data available on demand, we support customers in understanding the emissions associated with their choices and in identifying opportunities to address carbon reduction across their value chains. This capability supports progress monitoring and transparency along the value chain.

CASE STUDY

**BARRICOR: ENVU FIRST
CERTIFIED ORGANIC
PRODUCT**

CATEGORY **A** (POSA SCORE)

At Envu, innovation is driven by the ambition to create healthier environments through solutions that actively support environmental protection. In 2025, our nature-positive mosquito solution, Barricor® Essential Mosquito Control marked a significant milestone by achieving organic certifications in the European Union region and China.

The Solution

Barricor® Essential Mosquito Control is a biorational, botanical-based barrier spray developed with a low active ingredient load. Classified as Category A in Envu’s POSA model, it reflects our commitment to environmentally responsible product design.

The solution effectively targets mosquitoes while minimizing risks to pollinators, people, and surrounding ecosystems. Its application suitability extends to sensitive environments, including residential areas and water-adjacent locations.

Responding to Market Needs

The product addresses a growing demand for plant-based and biologically derived solutions, as customers increasingly seek transparency and safer alternatives for use in and around their homes. Barricor® provides a reliable and efficient option for reducing mosquito nuisance while aligning with these evolving expectations.

Innovation and Differentiation

Through multiple development cycles, Barricor® has demonstrated clear differentiation in the market, setting a benchmark for 25(b) mosquito-only products². Its performance and safety profile exemplify Envu’s commitment to delivering effective solutions while prioritizing human and environmental safety.

Impact and Outlook

The achievement of international organic certifications reinforces Envu’s sustainability ambitions and compliance with recognized standards. Barricor® strengthens our innovation pipeline and supports the continued growth of our business by delivering nature-focused solutions that meet both regulatory and customer expectations.

² A 25(b) product is a minimum-risk pesticide made from natural, low-toxicity ingredients, such as botanical oils or microbial substances, 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.

Stewardship on the ground

Our customers are increasingly setting sustainability ambitions and asking their suppliers to take action in support of these goals. To help build the future of the industry together, we track customer sustainability requests and monitor our ability to address them, using these insights to inform the development of our sustainability progress and roadmap. In 2025, we fulfilled more than 80% of these requests.

The remaining requests highlight areas where we continue to strengthen our capabilities as part of our 2030 roadmap, including topics such as waste, water management, and external certifications.

Among the sustainability topics most frequently raised by our customers, product stewardship remains a key priority. Customers, like Envu, are focused on advancing the industry through effective products that are also used safely, responsibly and in the appropriate way to minimize potential adverse impacts on people and the environment.

At Envu, stewardship continues after product development. Supporting customers in the effective and responsible use of products is an important part of our value proposition and long-term relationships.

Our regulatory teams conduct systematic label reviews to help ensure alignment with registered uses and the inclusion of relevant stewardship guidance, such as:

- Personal protective equipment requirements.
- Safe storage and handling instructions.
- Waste disposal guidance.
- Application best practices.

Beyond regulatory stewardship, Envu supports customer capability-building through technical training, agronomic support and knowledge-sharing initiatives tailored to market needs. **On top of being a part-time responsibility for our sales team, more than 30 Envu professionals are fully dedicated to providing customer support and practical training on how to use our products effectively and responsibly.**

- Training topics may include:
- Product selection and application timing.
 - Calibration and dosage accuracy.
 - Resistance management.
 - Integrated pest management practices.
 - Water efficiency strategies.
 - Worker safety and handling procedures.

Advancing the industry further requires collaboration. We therefore also partner with industry peers and professional networks to share knowledge, learn from each other and help co-build the present and future capabilities of our industry.

CASE STUDY

STEWARDSHIP IN PRACTICE: GREENSTART ACADEMY

In partnership with John Deere, Envu continues to host the annual Green Start Academy, a leadership and development program dedicated to assistant superintendents in the golf industry. In 2025, the Academy celebrated its 20th anniversary, marking two decades of support for emerging turf professionals.

Since its launch in 2005, the program has helped assistant superintendents strengthen their technical, agronomic and leadership skills, while building connections across the turfgrass community. In 2025, the Academy welcomed more than 50 participants from across North America, offering a combination of expert-led educational sessions, hands-on workshops, mentorship opportunities and peer networking.

By supporting the development of future industry leaders, Green Start Academy contributes to stronger operational capabilities, knowledge sharing and more resilient course management practices. The initiative reinforces Envu’s commitment to advancing professional skills and supporting the long-term sustainability of the Turf & Ornamentals sector.



NATURE
FOCUSED
INNOVATION

CASE STUDY

STEWARDSHIP IN PRACTICE: ENVU TECHNICAL ACADEMY

In 2025, Envu advanced its customer training efforts through the pilot of the Envu Technical Academy, a structured program designed to promote responsible product use, strengthen customer engagement and support Envu’s broader sustainability commitments. The pilot trained **more than 280 pest management professionals across several countries, achieving a 95% satisfaction score** and generating constructive feedback to further improve the program.

The Academy responds to a clear customer need: access to practical, high-quality technical knowledge that supports the safe, effective and responsible use of pest management

solutions in the field. Training topics covered areas such as Integrated Pest Management principles, pest biology and identification, application techniques, Envu products and solutions, and operational best practices related to product stewardship.

Building on existing initiatives such as MaxDays in France, the Envu Technical Academy brings together in-person technical sessions, live webinars and e-learning modules into a more consistent and scalable learning ecosystem. This approach provides Technical Service Managers with a common framework and training toolkit, while maintaining the flexibility needed to adapt content to local regulations, market needs and customer priorities.

A key milestone was achieved in Italy, where selected training modules for pest control professionals were certified in accordance with ISO 21001, the international standard for Educational Organizations Management Systems (EOMS). This marks an important step toward a more formalized and quality-assured training system, with clearer learning structures, defined outcomes and consistent delivery standards.

Looking ahead, Envu aims to expand the Academy across additional regions, further strengthen quality assurance and explore broader certification opportunities. By scaling a structured and locally adaptable training model, the Envu Technical Academy supports the development of professional capabilities across the industry and reinforces Envu’s commitment to responsible product stewardship.

Customer insights

“Envu’s hands-on training has equipped our teams to use products responsibly and effectively. Direct interaction with technical managers turns learning into practical action, strengthening both product stewardship and field performance.”

Patrick Seror, Technical Director France Anticimex and Olivier Picard, Head of Marketing and Communications Anticimex



Support biodiversity and ecosystem through invasive species control

Invasive or noxious species are more than a nuisance – they pose significant threats to ecosystems , food security and human health. Invasive animal species can damage infrastructure, such as termites affecting buildings, or act as vectors for disease, including certain mosquitoes, insects and rodents. Invasive grasses can degrade wildlife habitats, reduce ecosystem diversity, increase wildfire risk and affect the operational safety of infrastructure.

According to the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES), **invasive species cost individuals and governments upwards of \$423 billion annually**³. 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.

Globally, more than 37,000 established invasive species have been documented, and over 3,500 of these are known to have measurable impact. Not all invasive species pose the same level of risk; according to the Global Invasive Species Database, certain species account for a disproportionate share of ecological and economic damage. **Envu contributes to invasive species management by offering targeted solutions within its portfolio that support efforts to specificinvasive species and help reduce their associated impacts.**

Envu products actively have registered uses for 94 invasive species among the terrestrial species listed in the Global Invasive Species Database. Based on available scientific data sources, Envu products are used in the management of 17% of the top 100 most impactful invasive species and more than 11% of the species listed in the database. Using multiple scientific data sources, Envu has compiled a list of invasive species for which its products are used, in collaboration with customers.

MOSQUITO MANAGEMENT



Common malaria mosquito
(Anopheles quadrimaculatus)
Asian tiger mosquito *(Aedes albopictus)*
These species spread mosquito-borne diseases such as dengue, malaria and Zika virus.

INDUSTRIAL VEGETATION MANAGEMENT



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.

PROFESSIONAL PEST MANAGEMENT



Formosan subterreanean 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 annually⁴.



Argentine ant *(Linepitherna humile)*
Big-headed ant *(Pheidole megacephala)*
Fire ant *(Solenopsis invicta)*
These invasive ant species displace native ant and threaten native anthropods. Big-headed ants damage irrigation systems, telephone cabling and electrical wires.



House mouse *(Mus musculus)*
Black rat *(Rattus rattus)*
Rats cause \$327 million in annual economic damage⁵. Along with mice, they damage crops and compromise food security by consuming and/or contaminating food supplies intended for human consumption. They also host pathogenic diseases.



Khapra beetle *(Trogoderma granarium)*
This beetle is one of the world’s most destructive pests of stored grain and dried food commodities, causing significant quantitative and qualitative losses in stored grains⁶.

RANGE & PASTURE



Green spurge *(Euphorbia esula)*
This invasive rangeland weed causes substantial ecological and economic damage across the northern Great Plains, with annual regional economic impacts estimated to exceed US\$120 million⁷.

Cogon grass *(Imperata cylindrica)*
Cheatgrass *(Bromus tectorum)*
Wiregrass *(Ventenata dubia)*
Cogon grass, cheatgrass and wiregrass are among the most problematic⁸ invasive plant species in the southeast and southwest U.S., causing threats to local biodiversity and increasing wildlife risk.



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.

³ [Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem, \(2023, September 4\), Media Release: IPBES Invasive Alien Species Assessment](#)
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 [USDA APHIS, 2025. Khapra Beetle Program Manual, United States Department of Agriculture.](#)
⁷ [Leistritz, F. L., Bangsund, D. A., & Nancy M. Hodur. \(2004\). Assessing the Economic Impact of Invasive Weeds: The Case of Leafy Spurge \(Euphorbia esula\). Weed Technology, 18, 1392-1395.](#)
⁸ [Estrada, J.A. \(2014, October 1\). Cogongrass \(Imperata cylindrica\) Invasions in the US: Mechanisms, Impacts, and Threats to Biodiversity. Science Direct.](#)

CASE STUDY

LEVERAGING SATELLITE TECHNOLOGY FOR REMOTE DETECTION OF INVASIVE SPECIES

CATEGORY A (POSA SCORE)

Managing vegetation nearby railroad is a critical safety requirement for train operations, preventing fire, derailling and infrastructure damages. With thousands of kilometers of railways in a given region or country, monitoring vegetation development nearby infrastructure and controlling it effectively could easily be a lengthy and fastidious work.

Railways operators are dealing with invasive weeds with fast growing rate that enhance infrastructure risks. Understanding their development real-time is a key to plan operations effectively. In 2025, Envu launched an innovative project harnessing satellite imagery and machine learning to enhance the detection and management of invasive plant species.

With improved satellite coverage and declining imagery costs, remote sensing now offers a scalable and efficient solution for modern vegetation management challenges.

The Solution

The system analyzes every pixel within a defined area of interest, combining multispectral satellite data with environmental variables such as soil type, topography, proximity to water, and weather patterns. Our proprietary algorithms then generate probability maps that identify areas at risk of infestation. Results are validated through targeted fieldwork and delivered within 6–8 weeks in user-friendly formats, enabling seamless integration into existing workflows.

Implementation and Scale

Pilot studies focused on detecting Japanese knotweed and Giant Hogweed—two highly invasive and fast-spreading species. The methodology has already been applied across more than 400,000 hectares, producing over 2,000 high-confidence alerts. However, the pilot service currently remains limited, as it has so far been developed and tested only under Swedish conditions. Continuous refinement through real-world deployment helps us to improve accuracy and usability for large-scale operations.

Impact

- Early and accurate detection.
- Multispectral imagery and machine learning enable precise identification of invasive species across large and often inaccessible areas.
- Data-driven decision-making.

- Probability maps provide clear, actionable insights, allowing land managers to prioritize high-risk zones and allocate resources effectively.
- Operational efficiency, risk reduction, and responsible application.

By segmenting results into practical work units, field teams can validate and act quickly, reducing unnecessary surveys and focusing interventions where they matter most. Early detection also helps prevent infestations from escalating, avoiding unnecessary treatment applications, and minimizing risks to infrastructure and ecosystems.

Value for sustainable land management

This approach transforms vegetation management from reactive to proactive. By integrating remote sensing, advanced analytics, and field validation, it supports more efficient use of resources, reduces environmental impact, and strengthens long-term resilience against invasive species.

This satellite-enabled mapping provides critical insights to prioritize interventions and optimize resource deployment. By continuously enhancing its models and leveraging the latest technologies, Envu aims to advance integrated vegetation management by offering practical complement to existing control strategies. This approach enables vegetation managers to act earlier, target efforts more effectively, and stay ahead of invasive species and the risks they pose.



Contribute to the restoration of rangelands and native forests

Land degradation and desertification are accelerating global risks to ecosystems, food systems, climate stability, and livelihoods. **As of 2025, over 40% of the world’s land is degraded, resulting in significant losses of biological productivity and an estimated US\$ 878 billion in annual economic costs (UNCCD)⁹.** Each year, approximately 1 million km² of productive land is lost, intensifying pressures on biodiversity, agricultural output, and resilience to climate extremes. These challenges have been further intensified by the severe drought events observed between 2023 and 2025, among the most damaging in recorded history. In alignment with the UNCCD COP16¹⁰ ambition to halt land degradation and strengthen drought resilience, Envu helps contributing to landscape restoration through focused partnerships with recognized scientific and operational stakeholders. These collaborations provide access to the latest innovations and field tested insights, supporting the development and application of science based solutions. Envu also evaluates and improves the performance of its products and tools to support land restoration efforts over time.

Rangelands

Rangelands are vital ecosystems that support biodiversity, maintain ecological balance and provide ecosystem services for human wellbeing and quality of life. Degradation of these ecosystems due to non-native invasive species like cheatgrass increases their vulnerability, making them more susceptible to adverse climate events and more severe wildfires.



Invasive weeds and brush can display healthy grasses, but also threaten biodiversity, disrupt ecosystems and limit forage for livestock or harvestable hay. While aiming to improve livestock forage quality for ranchers and vegetation managers, Envu Range & Pasture and Industrial Vegetation Management (IVM) products are used as part of broader efforts to support the restoration of degraded lands.

In the US, for example, cheatgrass is known as one of the most common annual invasive grasses and its rapid growth in late winter and early spring allows it to steal vital moisture and nutrients from native perennials. Recent research indicates that in the Great Basin alone, 570,000 acres (230,000 hectares)¹¹ per year are lost to annual grass dominance. These semi arid ecosystems increasingly experience conditions comparable to

permanent drought, which makes native perennial plants increasingly vulnerable. The spread of invasive annual grasses further reduces ecological diversity, degrades wildlife and pollinator habitats, and reduces soil carbon levels, with implications on grazing quality and livestock productivity.

By providing vegetation managers with selective pre-emergence herbicides, like **Rejuvra®** herbicide, and digital tools, like **RangeView®** digital platform that enables more effective scouting

their ranchland, Envu supports efforts to manage invasive annual grasses while preserving native perennial vegetation.

These tools are intended to help enable native plant recovery, support biodiversity and improve habitat for wildlife and pollinators.

Besides hosting the most diverse ecosystems, rangelands also function as significant carbon sink. A two year Envu–USGS study published in Communications Earth & Environment¹² finds that **converting native, deep rooted perennial shrublands to shallow rooted invasive annual grasslands (e.g., cheatgrass) depletes soil carbon by 42–49%.** The study, focused on the western U.S. sagebrush steppe but relevant to similar ecosystems globally, finds the **carbon loss per unit area averages 187 tCO₂e per hectare (75 tCO₂e per acre).** The findings also indicate that wildfire and invasive grass expansion can have comparable impacts on soil carbon, challenging the assumption that wildfire alone is the dominant driver. Because invasive grasses grow rapidly, create abundant dry fuel, and outcompete natives after fire, they lock systems into a reinforcing cycle of invasion and more frequent, intense wildfires. This underscores the urgency to halt conversion and protect soil carbon stocks and biodiversity.

In response, Envu continues to support nature focused land management to curb invasive annual grasses and enable native perennial recovery. Through the use of Rejuvra® herbicide and the RangeView® digital tool, Envu supports land managers in restoring perennial plant communities, reducing wildfire risk, and avoiding further soil carbon losses. Envu also aims to raise awareness and encourage the adoption of effective strategies that address the soil carbon and ecosystem impacts associated with invasive grasses.

⁹ <https://www.unccd.int/resources/factsheets/desertification-and-drought-day-2025-factsheet>
¹⁰ Rangelands and pastoralists | UNCCD
¹¹ The elevational ascent and spread of exotic annual grass dominance in the Great Basin, USA - Smith - 2022 - Diversity and Distributions - Wiley Online Library
¹² Maxwell, T.M., Quicke, H.E., Price, S.J. et al. Annual grass invasions and wildfire deplete ecosystem carbon storage by >50% to resistant base levels. Commun Earth Environ 5, 669 (2024).

Advancing vegetation management in Canada and Australia

Across Australia, a number of non-native weeds and trees are causing environmental challenges, as they facilitate soil erosion and affect native biodiversity through the 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 with infestations scattered throughout semi-arid Australia. With Method® 240SL herbicide, launched in Australia in 2024, Envu supports customers in managing invasive species, reclaiming grazing lands and restoring habitats of native species across Australia.

In Canada’s northern temperate grasslands, Envu is actively supporting research efforts to address the growing threat of invasive annual grasses as part of conserving its native biodiversity. Although herbicides typically provide more effective control of annual brome than grazing or burning, options in Canada remain limited due to gaps in research on herbicide impacts on native perennial grasses and associated stewardship considerations. To help close this gap, Envu funded a study¹³ on the efficacy of indaziflam in Canada’s mixed-grass prairies and conducted complementary internal research to validate the findings. The results supported that our product, Rejuvra®, effectively targets invasive annual brome while preserving native perennial vegetation, providing sustained control with fewer applications and reducing soil disturbance, thereby supporting native plant regeneration. These findings have supported customer confidence and contributed to informed adoption of herbicide solutions under responsible stewardship practices.



Forests

Forests play a vital role in stabilizing the global climate by storing carbon and regulating temperature patterns. In 2024, the World Resources Institute (WRI) reported a loss of 6.7 million hectares of tropical primary forest, marking an 80% increase compared to the previous year¹⁴. This single-year loss generated over 3 gigatons (Gt) of greenhouse gas emissions, underscoring the accelerating climate impact of deforestation. Although multiple factors contribute to tropical forest loss, wildfires emerged as the dominant driver in 2024, with impacts intensified by extreme heat, drought, and El Niño conditions. Brazil and the Amazon region recorded the worst drought leading to uncontrollable wildfire spread, while tropical and boreal forest across Bolivia, Canada and other regions were also extensively affected. While these fires are largely linked to climate change

and prolonged dry spells, the spread and intensity of wildfires are further exacerbated by invasive weeds that increase fuel loads, facilitating more widespread and destructive fire events. Effective weed control extends beyond the creation of wildfire breaks. Unmanaged invasive species - such as *Urochloa spp.* - compete aggressively with young forest trees for water, light, and nutrients, affecting both commercial forestry and restoration efforts. Research from organizations such as the Forest Productivity Cooperative (FPC), supported by field evidence, shows that inadequate management of vegetation during early stand establishment can result in significant growth losses. These impacts reduce productivity, increase operational costs, and delay stand development. In addition, heavy weed infestations intensify water stress and nutrient demand, further constraining tree growth. The accumulation of large volumes of dry biomass also increases flammability, particularly in tropical regions where baseline fire risk is already high.

In 2025, Envu expanded its presence in the forestry sector across a broader range of species and geographies, including commercial plantation forestry and managed forest landscapes in tropical, subtropical, and temperate regions.

The portfolio includes pre-emergent and selective herbicides intended to support vegetation management during early stand establishment. Products such as Esplanade® (indaziflam) provide extended control of grasses and broadleaf weeds, potentially reducing the frequency of interventions. While selective herbicides such as Fordor® are designed for use during early growth stages with an emphasis on crop selectivity and application precision.

Customer priorities in plantation forestry and restoration projects continue to center on establishment success, cost efficiency, and risk reduction, particularly under increasing climate variability. While native forest restoration is not currently the largest commercial segment for Envu, it remains strategically relevant. Well-managed commercial forests can contribute to reduce harvesting pressure on native forests and support more stable wood supply chains, although these outcomes depend on broader governance, land-use practices, and enforcement frameworks.

¹³ [Indaziflam Provides Long-Term Reduction of Annual Brome Grass \(Bromus spp.\) in Canada's Mixedgrass Prairie - ScienceDirect](#)
¹⁴ [Fires Drove Record-breaking Tropical Forest Loss in 2024 | World Resources Institute Research](#)

CASE STUDY

RESTORING BIODIVERSITY
WITH REJUVRA®: THE
BOULDER COUNTY STUDY

In the shrub steppe ecosystems of Boulder County, Colorado, cheatgrass (*Bromus tectorum*) has reduced native plant diversity and increased wildfire risk. Effective restoration requires solutions that deliver long-term control while supporting ecosystem recovery. A peer-reviewed¹⁵ field study across 12 sites demonstrates the role of Rejuvra® in restoring native biodiversity. The study monitored vegetation over six to eight years following a single application, providing robust, long-term evidence of environmental impact.

RESEARCH FINDINGS

Rejuvra® delivered sustained control of cheatgrass, maintaining a 70–98% reduction in invasive cover for up to eight years. In treated areas, cheatgrass presence remained minimal compared with untreated sites, where invasive cover remained high. This long-term control enabled significant biodiversity recovery.

Native plant species richness more than doubled within six years and continued to increase over time. Treated sites recorded up to 165 native species, compared to 76 in untreated areas. Species gains were observed across all plant groups, with the strongest increases in forbs and short-lived species. Overall, species richness increased by 22–116% depending on plant group.

Importantly, the study found no negative impact on desirable vegetation. By removing invasive competition, Rejuvra® enabled native species to regenerate from the existing soil seed bank. Increased availability of water, nutrients and space supported the establishment of diverse and balanced plant communities.

The restoration effect also supported species of conservation importance. Rare native plants were more frequently observed in treated areas, while restored ecosystems showed greater resistance to reinvasion. This indicates improved ecosystem function and long-term resilience. From an operational perspective, a single application delivered up to eight years of impact. This reduces the need for repeated interventions and limits ecosystem disturbance, contributing to more sustainable land management practices.

Key impact highlights

- 70–98% reduction in invasive cheatgrass sustained for up to 8 years.
- >2× increase in native plant species richness.
- 22–116% increase across plant groups.
- Up to 165 native species recorded in treated areas(vs. 76 untreated).
- Single application with 6–8 years performance.
- Increased presence of rare native species and improved ecosystem resilience.

This study provides strong scientific evidence that Rejuvra® supports biodiversity restoration at scale. It demonstrates how targeted invasive species control can unlock natural regeneration processes and deliver measurable improvements in ecosystem health. The results also highlight the efficiency of the solution with no negative impacts on native vegetation. Long-lasting control reduces input intensity and operational impact, while preserving desirable vegetation. At the same time, reducing invasive grasses contributes to more fire-resilient landscapes.

Through solutions such as Rejuvra®, this study demonstrates how Envu delivers science-based innovation that supports nature restoration, strengthens ecosystem resilience and advances sustainable land management.

NATURE
FOCUSED
INNOVATION



15 Sebastian, J., Swanson, J.K., Lauer, D. and Jones, L.C. (2025), Indaziflam for Cheatgrass (*Bromus tectorum*) control increased native species richness for up to 8 years in Colorado Front Range (United States) shrub-steppe. *Restor Ecol.* 33: e70163.

CASE STUDY

INCENTIVIZING CARBON REDUCTIONS FOR OUR REJUVRA CUSTOMERS

Envu, in collaboration with Nset and Millpoint, is enabling land managers to generate additional value from sustainable land practices by monetizing carbon reductions achieved through improved rangeland management.

The R3 program allows ranchers to convert the land health benefits of rangeland restoration into a recurring revenue stream without additional cost or operational burden. Participants enroll their land, after which carbon reductions are measured, certified, and sold in the form of environmental credits.

How it works

- The initiative follows a structured process:
1. Landowners enroll and provide basic property details.
 2. Emissions reductions from improved land management are quantified.
 3. Verified certificates are issued as Carbon Inventory certificates and sold to buyers.
 4. Participants receive annual payouts based on generated value.

What differentiates the R3 program

R3 differs from traditional carbon credit programs by issuing certificates based on measured commodity emissions factors for each production year, rather than standardized one-tonne offsets. Designed for Scope 3 reporting, these certificates are issued and retired annually in line with corporate disclosures, creating a reliable and recurring revenue stream linked to verified emissions reductions. Importantly, the program lowers participation barriers by requiring minimal effort and no upfront investment from landowners.

Shared sustainability values

Through this program, Envu not only creates new potential revenue opportunities for Rejuvra® customers but also supports our shared commitment in protecting our rangelands from invasive annual grasses. By incentivizing cheatgrass control and improved grazing practices, the program contributes to healthier ecosystems, increased carbon sequestration, and more sustainable land stewardship, while also helps reducing risks of wildfire and desertification.

As of 2025, Envu recorded that around 135,000 treated acres have pre-enrolled in this program. As it scales, it has the potential to strengthen ecosystem resilience, support biodiversity, and expand the role of market-based mechanisms in driving sustainable agriculture and land use.



Support the management of 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, providing resilience against increasingly frequent heat waves¹⁶. Urban greenery improves water and air quality and can help increase biodiversity. It also mitigates erosion and floodwater and promotes carbon dioxide absorption, helping offset greenhouse gas emissions.

Besides environmental benefits, developing green spaces in urban areas are vital for human wellbeing and livelihood¹⁷. Urban green spaces, including golf courses, also benefit citizens’ and users’ mental and physical health by providing opportunities for exercise, relaxation and connecting with nature. These benefits can help counteract the global burden of mental illness such as depression, which is estimated to affect approximately one in twenty people worldwide, according to the National Health Institute. 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 home¹⁸.**

Envu operates in urban green spaces through our Turf & Ornamentals segment. Although urban areas account for less than 1% of the Earth’s land surface, they host a significant share of biodiversity. Envu solutions are used in gardens, parks and golf courses globally. There are more than 40,000 golf courses globally, with an average of 50 hectares each collectively accounting for around 2 million hectares of green spaces in and around urban areas. In the U.S. alone, our products are part of 5,000 golf course superintendents’ toolbox – about 40% of U.S. golf courses.



Envu is present in 83% of golf courses across the globe, supporting the management of over 440,000 hectares of green spaces.

Envu actively engages with the industry by working collaboratively with industry associations such as Golf Course Superintendents Association of America (GCSAA) to support more sustainable golf course management practices.

Providing biorationals as sustainable alternative solutions

Increasing environmental and social awareness leads Envu to focus on complementing its current portfolio with new options that drive results while lowering environmental footprint. As we believe that agronomy is the core of designing green and healthy spaces in and around cities, we continue to explore biorational alternatives, integrated pest management, broad disease control as well as water management optimization.

At Envu, we seek to advance the industry by developing innovations that support customers in practical and meaningful ways. **In the area of green spaces, we currently have more than around 80 projects in the pipeline at different stages of maturity. A significant share of these projects involves sustainable solutions with nature-based ingredients, classified as Category A within the POSA framework.** We are actively researching biostimulant and biopesticide solutions derived from natural sources that support plant health and enhance systemic resistance.

Recently introduced in Europe, Fiata Stressgard® is a bio-stimulant developed by Envu to promote turfgrass health, color and overall performance while enhancing tolerance to abiotic stresses. Based on its characteristics, Fiata Stressgard® is classified as a Category A product under the POSA framework. By supporting root development and plant defense mechanisms, Fiata Stressgard® strengthens turfgrass resilience against drought, disease, traffic, shade, cold, heat and UV. This bio-stimulant supports turfgrass tolerance and recovery, contributing to consistent performance under adverse conditions.

Water management is a key sustainability focus within the turf value chain. Maintaining healthy turf under demanding conditions while managing water inputs remains a significant industry challenge. One of the characteristics of Fiata Stressgard® is its role in improving turf drought tolerance. Several trials conducted by Rutgers University evaluated turf performance under irrigation-deficit stress. Turfgrass treated with Fiata Stressgard® maintains higher quality under controlled irrigation conditions and demonstrated improved recovery compared to untreated turf. Stressgard technology showed enhanced turfgrass tolerance stress, supporting soil stability and preserving greenery. Through these attributes, Fiata® Stressgard contributes to the long-term sustainability of urban and natural green spaces under water-constrained conditions.

¹⁶ United Nations Decade on Ecosystem Restoration Urban Areas
¹⁷ 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.
¹⁸ Everyday actions for better health – WHO recommendations

CASE STUDY

ACCELERATING
SUSTAINABLE TURF
SOLUTIONS THROUGH
BIORATIONAL INNOVATION
PARTNERSHIPS

CATEGORY A (POSA SCORE)

Golf courses and sports fields across Europe are facing increasing pressure from climate change, water scarcity, and tighter regulations, alongside growing expectations for more sustainable practices. This solutions require a broad range of technical solutions to support our customers in maintaining quality of play while facing increase weather pressure.

Envu develops an entire tool box of solutions to answer customer needs across the globe as there is no one-size fits all approach when it comes to turf health management across geographies and climates.

For a portion of it, we are investing in bio-stimulant and bio-rational solutions - natural, targeted products designed to enhance plant health and minimize ecological impact. In 2025, Envu advanced this effort through two strategic partnerships to co-develop innovative solutions for the Turf and Ornamental market, with planned launches across at least eight European countries over the next two years.

In partnership with Greencell, Envu recently introduced Fiata® Boost. This 100% natural bio-stimulant enhances turf vigour, stress tolerance, and overall health through a combination of unique microbial actives. Envu supported its development through 41 field trials, demonstrating improved water-use efficiency, reduced drought stress, and stronger turf resilience – delivering clear value for customers managing increasing resource constraints.

In parallel, Envu partnered with Vivagro to develop a biorational fungicide targeting key diseases such as dollar spot and snow mold. This collaboration responds directly to customer demand for effective, natural alternatives aligned with evolving regulatory requirements. Throughout 2025, Envu progressed product registrations and adapted to new application standards, ensuring regulatory compliance, product stewardship and responsible market introduction.

Through these innovative partnerships, Envu is committed to continue researching and leveraging bio-based technologies to complement its existing portfolio, like turf management solutions where it can make a meaningful contribution to new ground in protecting green spaces more efficiently and resiliently.

By combining innovation, field validation, and collaboration, the company aims to deliver practical solutions that support long-term environmental and operational sustainability.



Biodiversity management on Envu sites

While we seek to contribute to the reduction of invasive species and pests, as well as the restoration of land and green spaces, we also take careful measures to ensure our physical sites do not result in adverse effects on native species, ecosystems or biodiversity. As an asset-light company, Envu does not operate any heavy manufacturing plants or transport infrastructure; however, we carry out voluntary biodiversity assessments across 21 of our global operational sites, including R&D centers and offices.

In 2025, two sites in Germany and the Netherlands were relocated and will be assessed as part of the following reporting period. We plan to continue this initiative with the aim of having 100% of our sites assessed by the end of 2026, including newly acquired sites. Following the site assessments, 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 identified in any of the sites assessed. However, where relevant,

Envu continues to implement preventive and protective measures to preserve natural habitats and support native biodiversity at its sites.



Envu Lyon site

Site-specific voluntary initiatives

Clayton Site

Four species (one bird and three flowering plants) have been identified as potentially occurring in this area, as suitable habitats consist of undisturbed pine forests and woods. These habitat areas within the Envu property boundaries are not part of daily operations at this facility and have been left unmanaged and undisturbed for the past decades, with no foreseeable change in the near future. This approach is precautionary in nature, as none of the species that may be present have been observed to date.

Paulinia Site

A biodiversity assessment at the Paulinia site did not identify any endangered species in the immediate vicinity. However, the local team began expanding biodiversity protection initiatives beyond the site boundary, focusing on surrounding areas such as the native forest areas in Paulinia, Brazil.

Lyon Site

Despite its proximity to several natural green spaces and water bodies with high ecological value, no significant endangered species were identified at our Lyon site. Recognizing the ecological sensitivity of the surrounding area, we are committed to taking proactive measures to preserve and enhance local ecosystems. In 2025, the Lyon team installed several beehives on site to support pollinator populations, which play a critical role in maintaining ecosystem balance and plant diversity. This initiative reflects our broader commitment to biodiversity protection, contributing to the resilience of local natural habitats while fostering environmental awareness among our employees.

Monheim Site

The Envu R&D site in Monheim, Germany, which remained operational until the third quarter of 2025, was surrounded primarily by farmland. No endangered species were identified in the area during the biodiversity assessment. In 2025, Envu exited this site as operations were relocated to an urban location in Langenfeld. The biodiversity assessment of the new site will be conducted and reported as part of the 2026 reporting cycle.

4

Healthier spaces and people



Healthier spaces and people

Protecting the spaces society and nature share

As a focused environmental science company, Envu works to support healthier and safer shared spaces through science-based solutions and stewardship. A portion of our portfolio contributes to addressing societal needs such as combatting vector-borne diseases like malaria, dengue and Zika, and safeguarding vital infrastructure and protecting food supply by providing grain storage protection from stored pest damages. As part of our commitment to portfolio stewardship, we continue to explore and implement more initiatives focusing on product stewardship with our customers and end users to ensure responsible conduct of our products and solutions.

KEY ACTIONS

Support safeguarding food supply through grain protection

Support vector-control programs aimed at reducing disease transmission risk

Protect vital infrastructures

TRACKING OUR CONTRIBUTION

KPI	2023 BASELINE	2025 HIGHLIGHTS	ENVU 2026 TARGET
Number of households protected from vector-borne diseases (malaria and dengue)	7 million	3.7 million	8.8 million
Number of tons of grain protected	63 million	96 million tons	75 million
Number of KM of railways protected by the Smart Weeding System	50,000 km	54,000 km	75,000 km

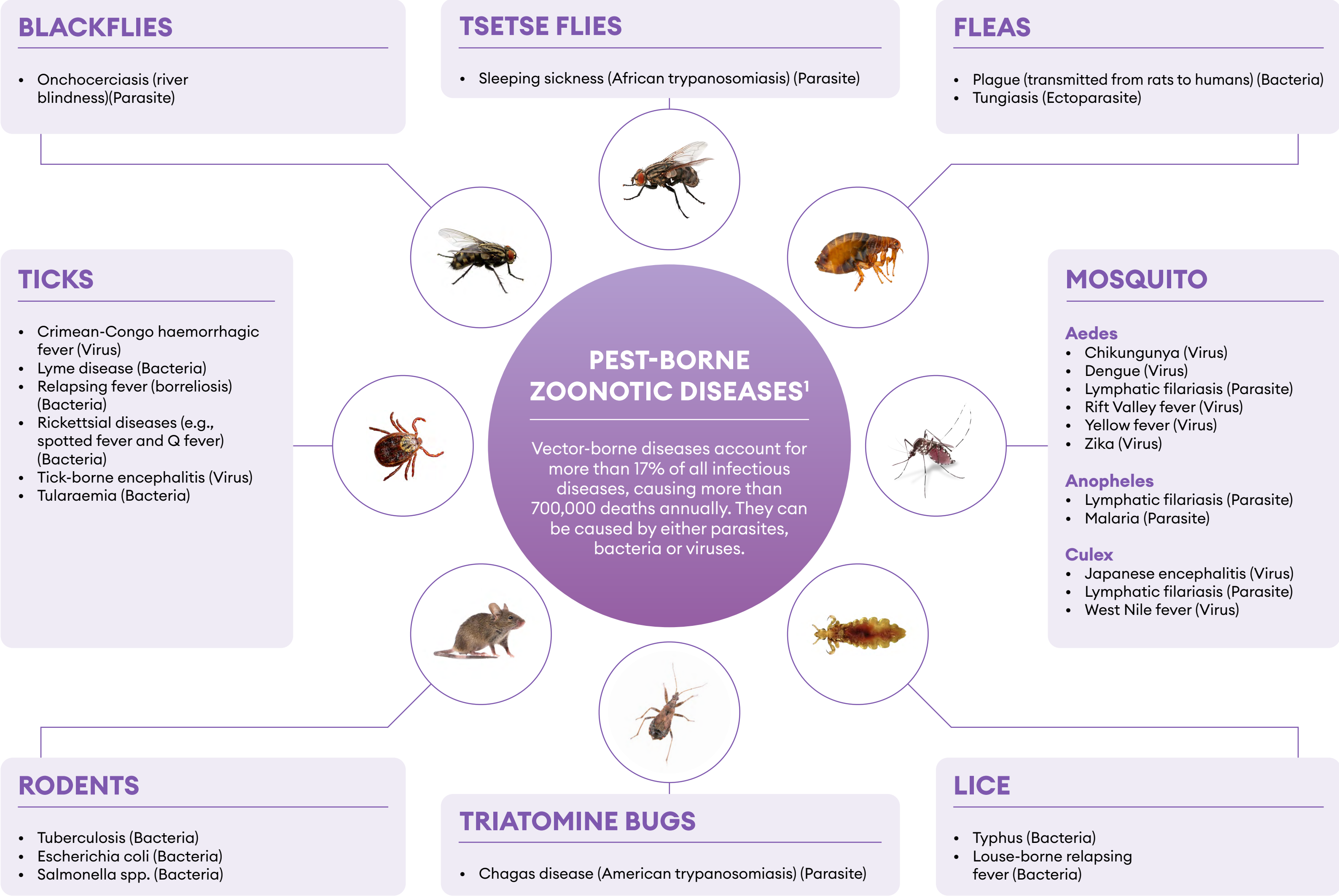


Support vector-control programs aimed at reducing disease transmission risk

Pests represent significant public health, environmental, and societal risks, extending well beyond nuisance. They threaten the safety of living spaces, degrade infrastructure, disrupt native ecosystems, and reduce food availability.

Vector borne diseases account for more than 17% of all infectious diseases worldwide, affecting more than half of the global population and highlighting the importance of effective pest and vector control¹⁹. Addressing pest and vector borne threats is a core focus of Envu’s innovation efforts.

Rodents, flying insects, cockroaches, and mosquitoes can severely compromise living conditions and facilitate disease transmission. Through our Professional Pest Management and Mosquito Management portfolios, Envu supports healthier communities by offering protection against a broad spectrum of pests. This work is increasingly critical as climate change and globalization drive the spread of vector borne diseases and the emergence of new invasive species, such as the tiger mosquito in Africa. Leveraging our global presence and expertise in environmental science, Envu continues to invest in innovation, research, training, and education to support customers in addressing public health-related challenges and promoting healthier environments.



19 World Health Organization, Vector-Borne Diseases

Advancing on UNSDG 3 mission through integrated research and technology innovations

In 2024, nearly half of the world’s population was at risk of malaria – a vector-borne disease – carried by mosquitoes, **with an estimated 282 million cases yearly**. While malaria poses a global health threat, sub-Saharan Africa carries a disproportionately high share of the global malaria burden, and 95% of malaria deaths occur in Africa²⁰. The road to a malaria-free world is fraught with challenges: insecticide resistance, high vector biodiversity, emergence of new life-threatening vector-borne diseases, physical durability of insecticide-treated nets and availability of funding.

Dengue, another infectious disease transmitted by vectors, can be fatal in severe cases. **WHO recorded a huge surge in number of cases from 505 340 in 2000 to 14.6 million in 2024, with over 12 000 deaths reported in just 2024²¹**. The American region shares the largest proportion of this global burden, reporting around 13 million cases in the same year. Based on a recent paper published this year, around 5.6 billion people are currently at risk of this viral infection and other Aedes-borne arboviruses such as chikungunya and Zika²².

Addressing infectious disease such as these vector-borne threats, is a key target under the UNSDG 3 objective in ensuring healthy lives and promoting well-being for all. Growing middle-class and urban populations along with heightened awareness on the importance of conducive living spaces has placed public health and hygiene to become a top priority for government and municipalities across the world.

In 2025, performance against our target on the number of households protected from mosquito-borne diseases was below expectations. This was primarily driven by external factors affecting vector control programs in Africa, where many mosquito treatment initiatives rely on funding contributions from NGOs and international health programs.



During the year, changes in the modalities of U.S. contributions to global health programs, including those supported by the United Nations, led to adjustments and delays in implementation across several African countries. This created a temporary, headwind to our household protection target.

In 2025, Envu products helped protect 3.7 million households from mosquito-borne diseases, contributing to public health efforts in regions where vector control remains critical. As a leading company in vector and pest control, Envu continues to support these efforts through its current portfolio, drawing on the expertise of its entomologists, technical specialists and R&D teams to deliver effective solutions and guidance for responsible use.

Through our vector control portfolio partnerships in local communities and worldwide institutions alike, we promote the safe use of vector control solutions and invest in the next generation of mosquito management scientists. We also conduct studies to assess the performance of our vector control solutions, including post-application evaluation.

In Malaysia, Envu contributed to a public-private consortium studying the effectiveness of integrated vector management programs, including the use of 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.

In Latin America, Envu collaborated with the Institute of Scientific and Technological Research of Amapá, Brazil to assess the effectiveness of Fludora® Co-Max – our latest new dual-mode, water-based space spray. Findings showed that Fludora® Co-Max – approved by the WHO – can support the control of Aedes aegypti mosquitoes, which transmit dengue, Zika and chikungunya. Powered by Envu’s FFAST anti-evaporant technology, the water-based formulation provides strong efficacy against resistant mosquitoes while reducing reliance on hydrocarbon diluents, offering a more sustainable and safer alternative for the community.

As we look to the future, we aim to expand our impact in the world of professional pest and mosquito management by deepening our innovation ecosystem and building new strategic partnerships. Our recent acquisition of Netherlands-based In2care, a company specializing in novel mosquito control technologies, is a part of this commitment, reinforcing our ambition to bring forward-thinking, science-driven solutions to customers worldwide.

20 [WHO - Malaria 2025](#)
21 [WHO - Dengue 2025](#)
22 [The overlapping global distribution of dengue, chikungunya, Zika and yellow fever - PubMed \(2025\)](#)

CASE STUDY

EXPANDING NATURE-POSITIVE MOSQUITO CONTROL THROUGH THE IN2CARE ACQUISITION

CATEGORY B (POSA SCORE)

Aligned with our Healthier spaces and people pillar and growth strategy, Envu expanded its Mosquito Management portfolio through the acquisition of In2Care, a Netherlands-based company specializing in advanced mosquito control technologies.

The Solution

Central to In2Care’s offering is its patented InsecTech technology, used in the In2Care® Mosquito Station. This solution leverages mosquito behavior to deliver targeted control: mosquitoes coming into contact with the device pick up both an adulticide and a larvicide, spreading the latter to breeding sites before dying.

This targeted, auto-dissemination approach enables continuous, 24/7 control, including in hard-to-reach areas.

The technology provides a precise and efficient alternative to traditional spraying methods. By targeting only mosquitoes, it contributes to reduce environmental impact and protects non-targeted organisms such as pollinators. For pest control professionals and public health operators, the stations provide a practical and scalable tool suitable for a wide range of environments, from residential areas to public spaces. The continuous mode of action also improves operational efficiency by reducing repeat interventions and enabling broader coverage with fewer resources.

Impact and outlook

The acquisition of In2Care strengthens Envu’s Mosquito Management portfolio and expands its ability to support vector control and disease prevention needs through more targeted solutions. It also reflects Envu’s broader approach to combining strategic investment, scientific innovation and customer-focused solutions to support environmental stewardship and public health-related outcomes.



Protect vital infrastructure and food supplies

Vital infrastructures such as public facilities, buildings, power lines, water reservoirs, and railways are highly susceptible to damage from unwanted weeds or destructive pests like termite, ants and rodents. Uncontrolled pest increases the risk of structural degradation, service disruptions, and system failures which can potentially lead to widespread societal, economic and environmental consequences. Effective integrated pest management across these vital assets helps support resilience, reliability and operational safety. Envu offers an Integrated Pest Management (IPM) approach across its portfolio as part of its efforts to address pest-related risks. This framework is characterized by its proactive, sustainable, science-based approach to managing pests by minimizing risks towards human health and the environment while ensuring effective outcomes²³. The principles of IPM underscores the relevance of focusing on pest prevention and limiting use of pesticides. It includes a rather holistic approach to ensure the effectiveness of pest control. This includes crucial steps such as inspecting and monitoring of pest activity or damage, establishing thresholds to justify use of pesticides and evaluating the effectiveness of the IPM program. Envu’s IPM is rather specific for each portfolio, targeting specific organisms covering a wide range of species from rodent, flying insects and crawling bugs.

Rodents, termites, ants and wood-boring beetles degrade buildings and facilities by feeding on cellulose-based materials, posing a significant threat to structural integrity worldwide, threatening homes, businesses and even treasured cultural landmarks. Their ability to silently damage structures over time makes effective pest control essential – not just as a protective measure but as a long-term investment in preservation.



Envu’s Agenda™ SC termiticide, for example, has long been part of a solution in addressing complex termite challenges with a combination of scientific precision and responsible practices. As markets increasingly value precision and accountability, Agenda™ SC termiticide has emerged as a trusted solution for professionals and communities, offering both effective and regulatory-aligned requirements leading to acknowledgement and certifications such as MyHIJAU in Malaysia and GreenPro in India. In trainings with our customers, we emphasize on the importance of ensuring intentional, targeted, responsible application method for our Agenda™ SC termiticide – with precision and care. This reflects our commitment to product stewardship, which supports the responsible protection of valuable structures and critical infrastructure.

Driving responsible vegetation management with technology

Invasive weed is also a key challenge in maintaining and safeguarding our vital infrastructures. Vegetation around railways causes serious security concerns. Japanese knotweed is one of the most invasive species that spreads fast around the railways, damaging the infrastructure and risking passengers and freight safety. With our 30 years of expertise in the railways business, we collaborate with vegetation managers to keep the rails free of weeds by leveraging effective chemical and digital solutions. Our Smart Weeding System (SWS) protects railways across UK,

France, Germany and Sweden using advanced artificial intelligence to identify and target invasive plant species. Its algorithm ensures 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 2025, 54,000km of railways were protected with the sustainable innovation of the SWS technology. However, only half of this coverage required weed treatment.

For Envu, protection does not necessarily involve the application of herbicides. Our SWS technology detects the presence of weeds while the train is in motion and applies herbicide only where needed, supporting a more targeted approach to vegetation management across railway networks.

Safeguarding food supply through grain protection

Ensuring food security for an increasing population remains a major global concern. Based on the latest Global Report on Food Crises, food insecurity affects over 295 million people across 53 countries²⁴. In addition, **around 13% of the world’s food is lost after harvest, resulting in losses estimated at \$400 billion per year.** 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. Infestation of pests remains an important challenge across the food production chain, from agricultural production to storage and distribution. Their presence can affect food quality, increase losses and create operational challenges for those involved in post-harvest management. Post-harvest losses account for a substantial share of food lost or wasted globally, highlighting the importance of effective storage, monitoring and protection practices.

For cereal grains, losses during post-harvest storage can reach as high as 50%. Insect infestation is one of the factors contributing to these losses and may also be associated with secondary issues such as pathogenic fungus development. Addressing these challenges begins before storage, through grain facility preparation, pest monitoring and appropriate treatment and stewardship practices.

Envu supports farmers and grain handlers by providing solutions that help to mitigate pest impacts from harvested crops to support reducing food waste along the value chain.

Through tools such as the [Grain Protectant Guidebook](#) in the UK, Envu helps support farmers and pest control operatives with operative guidance on grain storage and protection.

24 [Global Report on Food Crises \(GRFC\) 2025](#)

Healthier spaces and people

This guidance supports good practice in harvest protection and grain quality management. Reducing post-harvest losses represents a potential sustainable pathway to increasing food availability, lowering pressure on natural resources, and help improving farmer livelihoods. At a broader level, reducing waste is associated with more efficient resource use across the food system. While Envu K-Obiol® remains a trusted and widely

used solution for stored-grain protection, Envu continues to invest in research and innovation to strengthen its capabilities in this area. The company also continues to explore new approaches and technologies that help our customers reduce food loss and support the transition toward more secure food supply.

CASE STUDY

STRENGTHENING STORED GRAIN PROTECTION THROUGH ACTELLIC ACQUISITION

CATEGORY C (POSA SCORE)

Reducing food loss is a key priority under UN SDG 12, and an important focus within Envu’s Healthier Spaces and People strategic pillar. Recognizing the significant impact of post-harvest losses, Envu strengthened its commitment to food security through the acquisition of the Actellic® product portfolio. This step supports growers and grain traders with more comprehensive solutions to protect stored grain and maintain food quality across the supply chain.

The Solution

The Actellic® range complements Envu’s existing portfolio, including K-Obiol®, enabling a more integrated and effective approach to managing stored grain pests. Key products include liquid insecticides for long-lasting protection, fumigation solutions for rapid control in hard-to-reach areas, and dust formulations for broad-spectrum coverage. Together, these solutions help safeguard grains during storage, reducing infestation risks and preserving both quality and yield.

By combining Actellic® with its existing offerings, Envu provides customers with a more holistic approach to grain protection. This enables the adoption of integrated pest management and product rotation strategies, helping to improve effectiveness while managing pest resistance over time. The expanded portfolio also allows Envu to serve

additional markets ensuring these regions have access to reliable stored grain protection solutions.

Ensuring Product Stewardship

Successful grain storage depends on a combination of good practices, including sanitation, monitoring, aeration, and the responsible use of crop protection products. Aligning with our stewardship program, Envu works closely with customers to promote proper product use and ensure high standards of stewardship, particularly given the sensitivity of food-related applications.

In 2025, Envu solutions contributed to protecting approximately 96 million tonnes of grain, surpassing our near-term target of reaching 75 million by 2026. Building on this progress, Envu continues to explore partnerships and innovations in post-harvest protection, reinforcing its commitment to reducing food loss and strengthening global food security.

HEALTHIER SPACE AND PEOPLE

5

Enhance supply chain resiliency



Enhance supply chain resiliency

Strengthening resilience across operations and value chain

As an asset-light company, further enhancing the resilience of our supply chain is a core priority for Envu, as evolving weather patterns, and regulatory and market expectations increasingly shape the operating environment. A strengthened, lower-carbon value chain supports business continuity, reduces exposure to geopolitical, supply disruption and climate-related risks, and enables Envu to meet stakeholders expectations while delivering progress. Working with our partners and customers, we integrate climate and sustainability considerations into procurement, manufacturing, and logistics decisions to manage risks, improve transparency, and deliver measurable progress.

25 While Scope 1 and 2 emissions decreased by 18% compared with 2023, total GHG emissions increased by 15%, driven primarily by Scope 3 emissions. This increase is due to higher turnover, both from organic growth acquisition of three major assets, as well as improvements on our Scope 3 calculation methodology. Despite the rise in absolute emissions, emissions intensity decreased by 4% year-on-year, demonstrating continued progress in reducing emissions relative to business activity.

KEY ACTIONS

- Engage with supply chain partners through sustainable procurement
- Decarbonize operations and the value chain to advance toward emissions reduction
- Offer products with a lower carbon footprint
- Assess climate-related risks and opportunities on key sites
- Provide customers with better environmental insights of our products and operations

TRACKING OUR CONTRIBUTION

KPI	2023 BASELINE	2025 HIGHLIGHTS	ENVU TARGETS
Total GHG emissions ²⁵	245,664.24 tCO ₂ e	282,086.87 tCO ₂ e	
Scope 1 emissions	2,179.78 tCO ₂ e	2,372.38 tCO ₂ e	Scope 1 and 2 to decrease by 42% from the 2023 baseline
Scope 2 emissions	1,744.29 tCO ₂ e	853.04 tCO ₂ e	
Scope 3 emissions	241,740.17 tCO ₂ e	278,861.45 tCO ₂ e	Absolute reduction from purchased goods and services by 25% from the 2023 baseline
% of suppliers having signed the Supplier Code of Conduct	Not measured	90.2% of our key suppliers	Remain above 90%



Key milestones in our supply chain resilience

The milestones above summarise how we strengthened supply chain resilience through sustainable procurement, decarbonization, and increased transparency, aligning governance tools (e.g., Supplier Code of Conduct, assessments) with emissions-reduction priorities.

2023

EXTERNAL RECOGNITION

- Awarded EcoVadis Silver on our first assessment.

BUSINESS ETHICS

- Set up foundation for sustainability integration in overall company strategy.

SUSTAINABLE PROCUREMENT / SUPPLIER ENGAGEMENT

- Enforced Sustainable Procurement policy.

2024

EXTERNAL RECOGNITION

- Awarded EcoVadis Gold.

BUSINESS ETHICS

- Conducted company-wide and department-tailored sustainability and decarbonization training for employees.

SUSTAINABLE PROCUREMENT / SUPPLIER ENGAGEMENT

- Initiated supplier engagement through Envu Sustainable Procurement Program.
- 90% of our top 70 suppliers signed or are aligned with our Supplier Code of Conduct.
- 76% of high-risk suppliers²⁶ undergone EcoVadis IQ+ or internal assessment.

²⁶ High-risk suppliers refer to direct suppliers with annual spend above 500,000 USD.

2025

EXTERNAL RECOGNITION

- Achieved a **B Score for CDP** disclosure alignment.

SUSTAINABLE PROCUREMENT / SUPPLIER ENGAGEMENT

- Strengthened Envu Sustainable Procurement Program:
 - > 90.2% of our key suppliers²⁷ signed or are aligned with our Supplier Code of Conduct²⁸.
 - > 91% of high-risk suppliers undergone EcoVadis IQ+ or internal assessment.
 - > Engaged with 5 key tollers for performance improvement plans.
- Extended sustainability training to supply chain partners.

²⁷ Key suppliers refer to direct and indirect suppliers with annual spend above 300,000 USD.
²⁸ In 2025, the number of suppliers required to sign and acknowledge Envu's Supplier Code of Conduct increased following its integration into the supplier onboarding process.

Engage with supply chain partners through sustainable procurement

As an asset-light company, Envu operates in a complex supply ecosystem: we source diverse raw materials (active ingredients, co-formulants, packaging materials etc.) from a global network and rely on third-party manufacturers (tollers) for product formulation. Finished products are distributed directly to customers or via logistics business partners. With this model, Envu has adopted a holistic and strategic approach to resilience - working with suppliers, tollers, and logistics partners to embed practical measures, strengthen continuity of supply, and manage sustainability risks across the value chain.

Sustainable procurement

Sustainable procurement is the **core driver** that translates our expectations into consistent supplier requirements, due diligence, and improvement actions – enabling resilience across environmental, economic, social, governance, and innovation dimensions.

We recognize our supply chain as an integral part of our value chain and a key extension of our sustainability commitments. Sustainability risks among suppliers can impact our business, stakeholders and the communities in which we operate.



To address this, we identify, assess and mitigate sustainability risks across our supply chain, working closely with suppliers to ensure alignment with our standards on environmental stewardship, human rights, labor practices and ethical governance.

To ensure sustainable practices across our supply chain, we initiate supplier engagement by ensuring 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. It covers our Supplier Code of Conduct, supplier ESG risk assessments and audits methodology, and GHG emissions reporting. Our Sustainable Procurement Program is supported by clear governance and cross-functional oversight to ensure accountability and consistent application across the organization.

Risk-Based Supplier Segmentation

To operationalize our Sustainable Procurement Program, we apply a risk-based segmentation framework across our supplier base. This enables us to prioritize due diligence efforts and allocate resources effectively, focusing on suppliers with the greatest potential ESG impact.

Suppliers are segmented based on a combination of annual spend, type of procurement (direct and indirect), and inherent risk exposure:

- 1. High-risk suppliers: Direct suppliers with annual spend above 500,000 USD. Elevated ESG risk exposure due to type of activity and strategic importance.

- 2. Key suppliers: Direct and indirect suppliers with annual spend above 300,000 USD. Moderate risk profile but significant operational importance.
- 3. Low-risk suppliers: All other suppliers with lower spend and limited risk exposure.

Building on this segmentation, we implement a tiered due diligence approach to assess and manage sustainability risks:

High-risk suppliers undergo enhanced due diligence, including:

- Basic compliance checks at onboarding.
- Formal adherence to our Supplier Code of Conduct.
- Independent sustainability evaluations via EcoVadis or internal evaluations.

In addition, selected high-risk direct suppliers, particularly tolling partners, are subject to on-site audits to validate practices and ensure compliance.

Key suppliers are required to:

- Complete basic compliance checks.
- Acknowledge and adhere to our Supplier Code of Conduct.

Low-risk suppliers undergo:

- Basic onboarding checks to ensure minimum compliance standards.

This structured approach allows us to combine broad supplier coverage with deeper insights where risks are highest.

Supplier Code of Conduct

Envu expects its 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 outlines requirements related to ethical business practices, labor and human rights, environmental protection, and governance.

All new suppliers must formally acknowledge the Supplier Code of Conduct as part of the onboarding process, and existing suppliers are required to sign it or demonstrate equivalence to its principles. Additional sustainability clauses may be included in supplier contracts where elevated risks are identified.

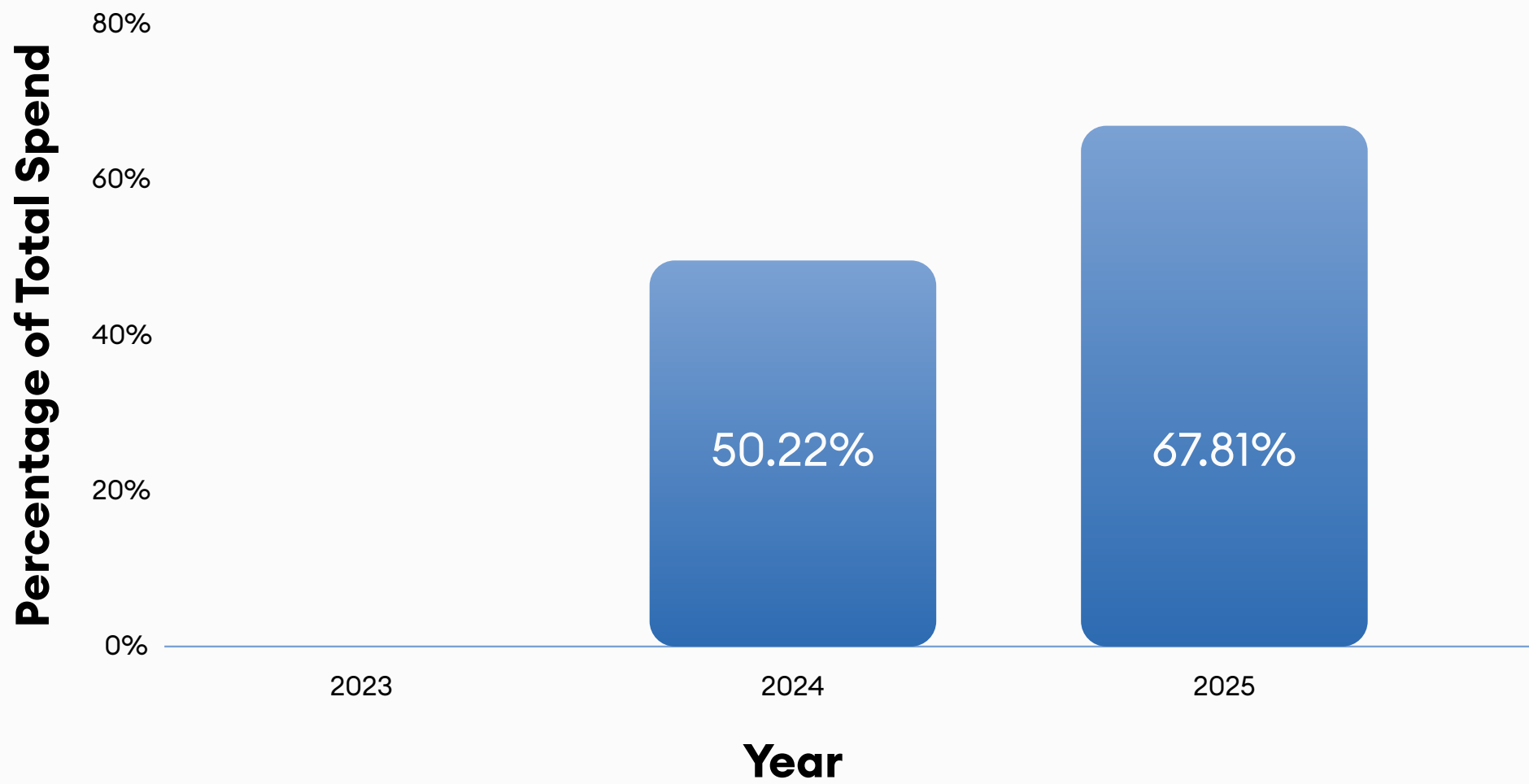
By the end of 2025, 90.2% of our key suppliers are acknowledging and conforming with our Supplier Code of Conduct.

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 audits

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. 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. Collaborating closely to advance sustainability performance across our supply chain remains a shared objective with our suppliers.

% OF TOTAL SPEND COVERED BY OUR SUPPLIER CODE OF CONDUCT (OVERALL SUPPLIER BASE)



Ongoing controls and checks

On a recurring basis, controls are in place to mitigate financial or legal risks. These 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 to check for sanctioned entity risks when onboarding new suppliers and throughout the supplier lifecycle.
- Financial health check: We perform regular checks of supplier solvability to adjust our credit and purchasing program accordingly.
- Reputational risk check: Priority suppliers (as determined by country of origin and spend criteria) are screened to monitor and evaluate potential reputational risks.

As of 2025, 91% of our high-risk suppliers have been assessed by EcoVadis with a score above 40/100.

In addition to that, we performed several on-site assessments across our supplier base in 2025. The improvement of our overall sustainable procurement program was a key contributor to the obtention of our EcoVadis Gold rating in 2024. We seek to renew our EcoVadis assessment in 2026.

Building a sustainable supply chain management

Building on sustainable procurement, we structure supply chain resilience through **five complementary dimensions** that guide how we manage sustainability topics and risks across suppliers, tollers, and logistics partners.

Sustainable Supply Chain Management

SOCIAL RESPONSIBILITY

Social responsibility is grounded in the promotion of fair labour practices, ethical conduct, and respect for human rights. Envu sets clear expectations for suppliers through its Supplier Code of Conduct, which is mandatory for all suppliers and defines standards on labour conditions, health and safety, human rights, and business ethics. Compliance is monitored through a combination of documentary and on-site audits, supported by regular supplier engagement to promote transparency and early identification of risks. Where gaps are identified, Envu works collaboratively with suppliers to implement corrective actions and drive continuous improvement, reinforced through ongoing communication and awareness-raising initiatives.

ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is embedded in Envu’s sustainable supply chain strategy, with a focus on decarbonizing the value chain, improving resource efficiency, and strengthening responsible sourcing. Envu manages emissions through science-based targets, lifecycle assessments, and practical reduction measures across operations, logistics, and packaging, while actively engaging suppliers to address Scope 3 emissions. We require our suppliers to operate responsibly, including holding the necessary environmental permits and managing production waste in accordance with local regulatory requirements. These measures contribute to reduced environmental impacts, improved operational efficiency and strengthened long-term resilience across our value chain.

ECONOMIC RESILIENCE

Economic resilience focuses on ensuring continuity of supply, cost stability, and responsiveness to market volatility and external disruptions. Envu thrives to strengthen resilience through multi-sourcing strategies for critical materials, structured supplier relationship management, and close supplier engagement to support reliability and cost efficiency. Risk management is embedded in supplier onboarding and ongoing supplier management through risk screening, data and traceability improvements, and targeted assessments of high-risk suppliers and critical materials. Physical and climate-related risks are also assessed for key locations to enable early identification of potential disruptions and support proactive mitigation planning.

INNOVATION AND TECHNOLOGY

Innovation and technology support our sustainable supply chain strategy by improving data quality, enhancing supplier transparency, and enabling more informed decision-making across the value chain. Envu leverages digital tools and advanced analytics, including artificial intelligence-enabled approaches, to scale product carbon footprint and lifecycle assessment work and to support emissions-reduction actions with suppliers and manufacturing partners. We also encourage R&D and portfolio innovation to improve the environmental profile of products (including biorational solutions and alternative co-formulants with improved sustainability characteristics). These technology-driven initiatives support decarbonization, and contribute to long-term resilience.

GOVERNANCE AND TRANSPARENCY

Governance and transparency ensure accountability, compliance, and credible sustainability performance across the value chain. Envu tracks progress against decarbonization and broader sustainability objectives through defined metrics and integrates performance monitoring into management oversight and decision-making processes. Transparency is further strengthened through participation in recognized external disclosure frameworks and assessments such as EcoVadis certifications. Engagement supports this governance framework by enabling clear communication of sustainability priorities and informing Envu’s double materiality assessment, ensuring that relevant environmental, social, and governance topics are identified, prioritized, and addressed.

CASE STUDY

OFFER PRODUCTS WITH A LOWER CARBON FOOTPRINT, AI ENABLED LIFE CYCLE ANALYSIS (LCA)

Many of our customers are navigating increasing regulatory and stakeholder expectations, and have proactively made environmental impact measurement and reduction a strategic focus. As a consequence, they now seek product-level carbon data from their suppliers to:

- Build Scope 3 inventories.
- Prepare for regulatory reporting.
- Evaluate procurement options.
- Support decarbonization roadmaps.

Envu partnered with ELFIN Consulting and CarbonBright to pilot an AI-Enabled Life Cycle Assessment (LCA) approach. The goal was to test whether environmental information – especially carbon footprint data – could be generated faster, more consistently, and at portfolio scale.

The pilot assessed 30 product solutions in the time normally required for one conventional LCA, delivering results 10–30x faster with 97% consistency compared to a benchmark human-led LCA. Outputs were aligned with ISO 14040, 14044, and 14067 and included both technical reports and customer-ready summaries.

The capability gain

The pilot did more than prove a new method – it created a repeatable capability that Envu can now use across its business:

- Portfolio-level assessment capacity instead of isolated studies.
- Rapid turnaround that fits real customer decision cycles.
- Standardized, comparable reporting across product groups.
- A pathway to additional impact categories beyond.

This shifts LCA from a specialist activity to a scalable environmental-insight engine, enabling internal decision-making as well as greater ability to partner with our customers.

The new capability directly supports customers by giving them:

1. Faster access to carbon footprint data: customers can integrate emissions data into their own reporting and planning without long delays, improving the accuracy and timeliness of their sustainability disclosures.
2. Clearer comparisons between solutions: standardized LCA outputs help customers evaluate trade-offs across performance, cost, and environmental impact – enabling more transparent and evidence-based procurement.
3. Better alignment with decarbonization strategies: customers can identify which life-cycle stages drive emissions and how product choices influence their own footprint, supporting more targeted reduction actions.
4. Support for broader sustainability priorities: in sectors like forestry, customers often balance carbon with biodiversity, restoration, and long-term ecosystem health. The pilot creates a pathway for Envu to provide insights across these interconnected priorities.
5. Greater confidence in environmental information: ISO-aligned methods and consistent reporting formats help customers use the data in external disclosures, certifications, and stakeholder communication.

How this enables customer value creation

The capability developed through the pilot helps customers:

- Reduce time and cost associated with gathering environmental data.
- Strengthen procurement decisions with clearer, comparable evidence.

- Improve compliance readiness for emerging sustainability regulations.
- Advance their decarbonization goals with more precise Scope 3 inputs.
- Enhance their own product stewardship by understanding environmental hotspots.
- Build trust with stakeholders through transparent, data-driven reporting.

In short, our customers gain faster, clearer, and more actionable environmental insight, enabling them to make better decisions and progress more confidently on their sustainability and decarbonization journeys.

Decarbonize operations and the value chain to advance toward emissions reduction

Reducing greenhouse gas emissions across our operations and value chain is a core lever to strengthen supply chain resilience and accelerate climate action. Through structured data collection and insights across Scope 1, Scope 2, and Scope 3, we have identified key areas where we can reduce our footprint. By collaborating with suppliers, optimizing operations and investing in sustainable innovations, we aim to implement impact mitigation measures across multiple stages of our business while maintaining continuity of supply and customer service.

2023

- Released the first-year emissions reporting and 2023 established as base year.

2024

- Built our near-term decarbonization roadmap and validated by Envu’s Leadership Team and Board.
- Updated our Scope 3 inventory (including Category 9 and 12).
- Implemented key strategies for reducing Scope 1 & 2:
 - > 48% of our European fleet consists of EV.
 - > 51% reduction in emissions from purchased heat and steam through energy efficiency initiatives in our previous German R&D center.
 - > Built our near-term decarbonization roadmap and validated by Envu’s leadership team and board.

2025

- Targets validated by SBTi, confirming alignment with 1.5°C alignment.
- Achieved a **18% reduction** in Scope 1 & 2, and in line with our Scope 3 SBTi targets.
- Conducted LCA and product carbon footprint assessment on 30 selected products to support our customers on their decarbonization journey.
- Invested in energy efficiency measures for the relocation of our R&D center in Germany and In2Care site in Netherlands.

SBTi near-term targets and accounting approach

In mid 2025, our near-term targets covering Scope 1, Scope 2, and Scope 3 emissions were formally validated and approved by the Science Based Targets initiative (SBTi).

Scope 1 and 2:

Envu commits to reduce absolute Scope 1 and 2 emissions 42% by 2030 from a 2023 base year.

Scope 3:

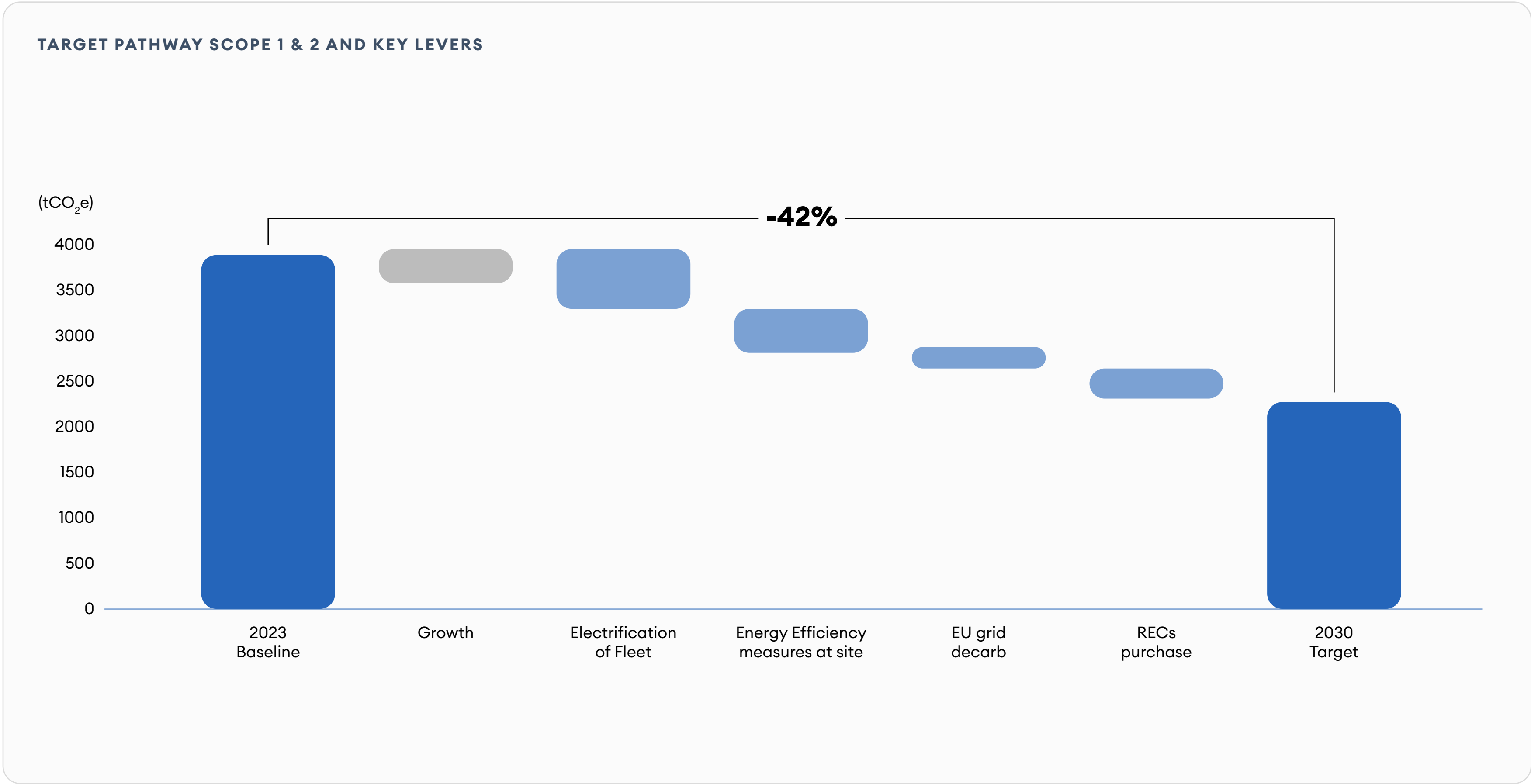
Envu also commits that 33% of its suppliers by emissions covering purchased goods and services, will have science-based targets by 2030. Envu further commits to reduce absolute all other Scope 3 GHG emissions from purchased goods and services 25% within the same timeframe.

Key levers to deliver our decarbonization targets

Target pathway Scope 1 & 2 and key levers

Our decarbonization pathway is supported by a set of levers across operations and the value chain:

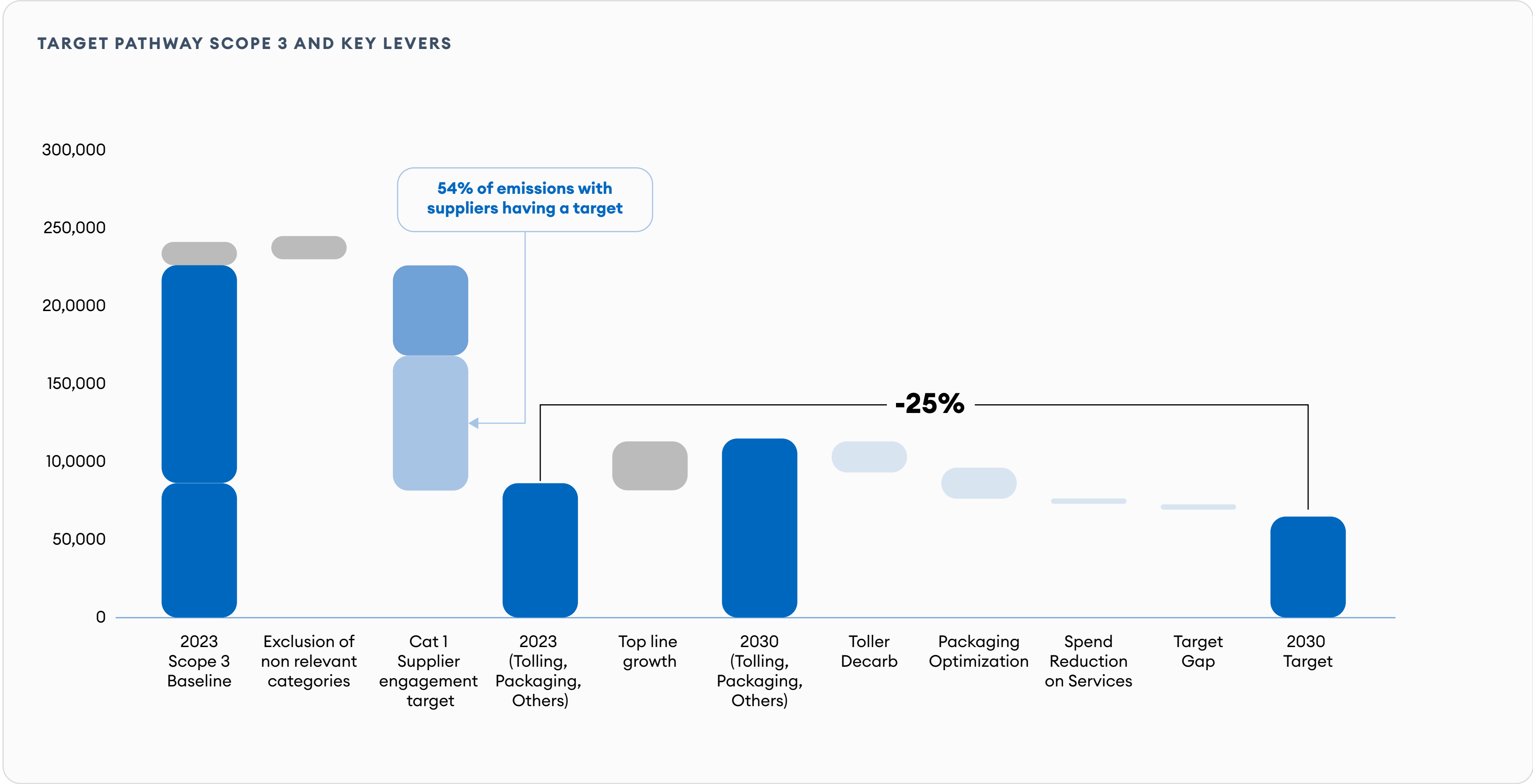
- Fleet transition: we expand EV adoption in Europe (58% of the European fleet, up from 48% in 2024) and assess electrification opportunities in the United States, where fleet vehicles represent 40% of the total fleet.
- Fuel efficiency and alternative fuels: we optimize fleet usage and assess flex-fuel solutions in Brazil.
- Site optimization and energy efficiency: we implement audits, upgrades and relocation decisions to reduce energy demand (e.g Clayton upgrades; Germany and Netherlands relocations).
- Renewable energy procurement: we explore renewable sourcing mechanisms, including (RECs where relevant).



Target pathway Scope 3 and key levers

For Scope 3 emissions, Envu’s SBTi-aligned approach comprises two complementary targets: an absolute emissions reduction target and a supplier engagement target. Under the supplier engagement target, Envu commits to ensuring that 33% of its suppliers by emissions, covering purchased active ingredients, co-formulants and finished products, will have science-based targets by 2030. Under the absolute reduction target, Envu commits to reducing absolute Scope 3 Category 1 GHG emissions, excluding emissions from active ingredients, co-formulants and finished products, by 25% by 2030 from a 2023 base year.

- Both targets are supported by the following key levers:
- Supplier engagement: training, dialogue and improvement plans to strengthen data quality and reduction actions; in 2025, 68% of emissions from active ingredients, finished goods and co-formulants were supplied by partners with validated decarbonization targets.
 - Packaging optimization: a multi-year program to reduce material use and improve packaging data quality and traceability.
 - Raw material procurement: engagement with suppliers on ambition, reporting and alignment with Envu’s decarbonization objectives.

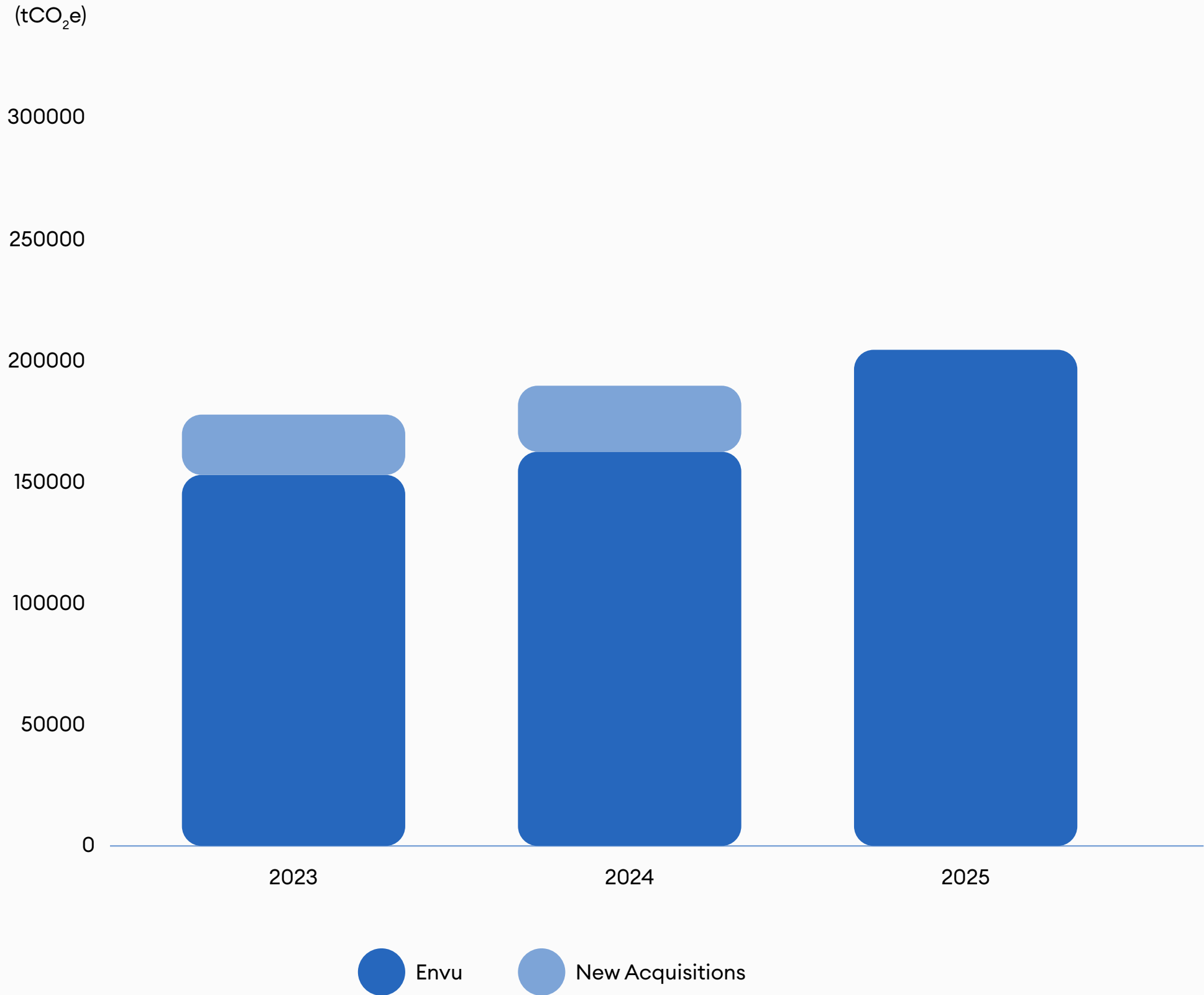


Revisions of our GHG accounting following recent assets acquisitions

The acquisition of two new assets in 2025 led to a significant increase in Envu’s baseline GHG emissions, alongside a significant top line increase. As a result, Envu conducted a re-baselining and recalculation of GHG emissions for the reporting years 2023 and 2024 to ensure consistency and comparability following this organization structural change. We also reviewed the key emission factors used for Scope 3 Category 1 (Purchased Goods and Services) and updated them where necessary to improve data accuracy. Envu is currently assessing whether the re-baselining triggers a requirement for revalidation of its near-term targets by SBTi.



GHG RECALCULATION DUE TO AQUISITIONS



2025 Decarbonization progress snapshot

In 2025, we achieved a **18% reduction in combined Scope 1 and Scope 2 emissions** through targeted operational actions, particularly energy-efficiency initiatives and site optimization. Across **Scope 3**, where emissions are primarily upstream, we progressed through supplier engagement, improved

data quality and targeted levers across manufacturing and packaging, including an observed 37% absolute reduction in Scope 3 **Category 1** emissions excluding emissions from active ingredients, co-formulants and finished products by the end of 2025.

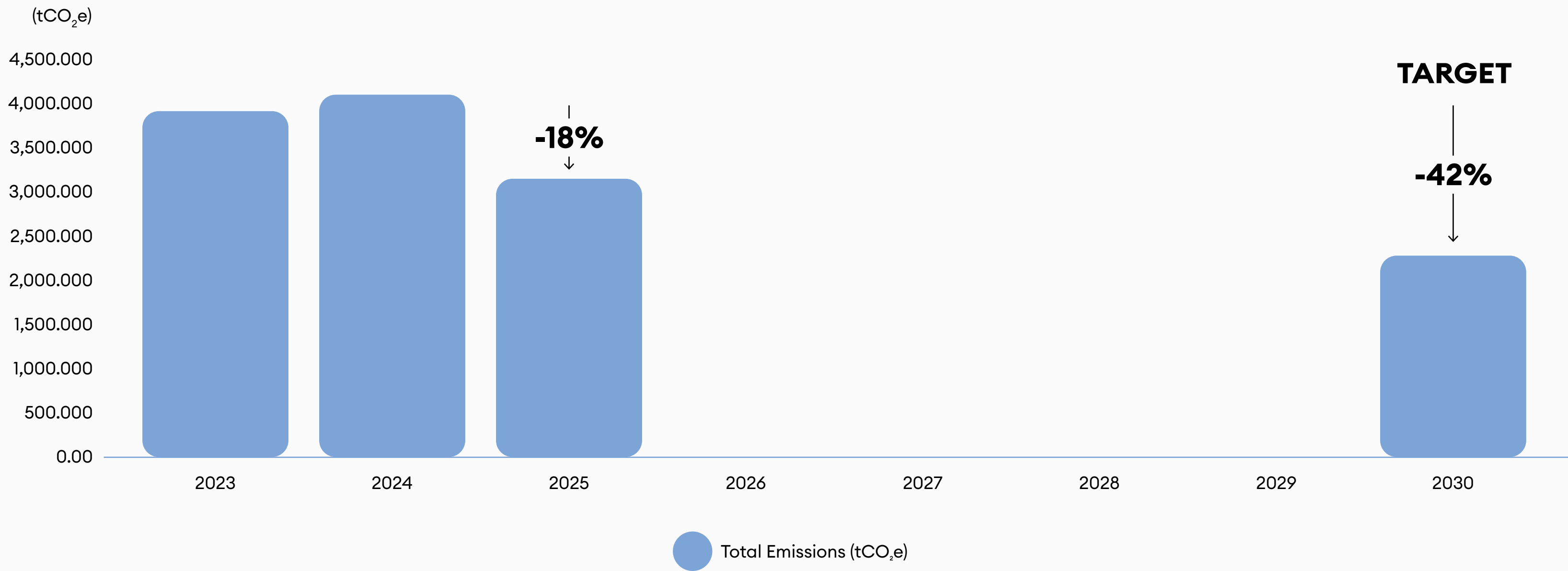
Controlling our Scope 1 & 2 emissions

At Envu, our Scope 1 emissions primarily come from the operation of our global fleet, which consists of approximately 263 vehicles that are essential for our field operations, customer engagement and business activities. Other Scope 1 emissions derive from refrigerants and stationary combustion at our R&D sites but are very minimal and therefore deemed immaterial. Scope 2 emissions stem from the electricity and heating purchased for **our 8 key operational locations**²⁹. While our direct emissions are relatively low compared to our overall carbon footprint, we remain committed to enhance energy efficiency, transitioning to renewable energy sources and exploring lower-emission vehicle alternatives to further reduce our environmental impact.

Results and progress on emissions Scope 1 & 2

Envu’s achievement of a **18%** reduction in combined Scope 1 and Scope 2 emissions reflects the tangible impact of targeted energy-efficiency initiatives and operational optimization across our sites. This improvement was driven primarily by a strategic focus on modernizing our facilities and embedding energy efficiency into key operational decisions. The relocation of our R&D site in Germany to a more modern facility equipped with energy-efficient technologies led to a significant 51% reduction in emissions compared to FY2024. Our new state-of-the-art site in the Netherlands is well equipped with access to renewable energy, contributing to the overall reduction in energy consumption and associated emissions for FY2025. Collectively, these targeted initiatives have resulted in **a substantial reduction of 51% scope 2 emissions from the baseline.**

RESULTS AND PROGRESS SCOPE 1 & 2



29 Key locations with operational control. This includes our R&D centers in Clayton (US), Morrisville (US), Paulinia (Brazil), and Langenfeld (Germany); our offices in Cary(US), Sao Paulo (Brazil), and Lyon (France); and the In2care manufacturing site in Wageningen (the Netherlands).

CASE STUDY

UPGRADING SITE BUILDINGS WITH ENERGY-EFFICIENT TECHNOLOGIES

In 2025, Envu advanced its efforts to reduce Scope 1 and Scope 2 emissions through the strategic relocation and modernization of key R&D and manufacturing sites in Europe, alongside targeted energy efficiency improvements in the United States. These initiatives embed low-carbon design and energy optimization into core operations.

Relocation to modern buildings and energy audits

Envu relocated its German site to a new 30,000 sqft R&D center in Langenfeld, Germany, designed as a highly efficient innovation hub. By consolidating laboratories, pilot production, and testing capabilities into a single integrated space, the site reduces energy intensity while improving operational efficiency.

In parallel, the In2Care facility in Wageningen, Netherlands, was relocated to support expanded in-house manufacturing using a more sustainable infrastructure. The new site incorporates:

- Access to solar energy.
- Enhanced building insulation to reduce heating and cooling demand.
- Energy-efficient lighting and optimized facility design.

These upgrades will directly help reduce energy consumption from purchased electricity and on-site operation – our key drivers of Scope 1 and Scope 2 emissions.

Additionally, an energy audit at the Clayton R&D site (US) identified and initiated several improvements, including:

- Transition to energy-efficient lighting systems.
- Optimization of energy contracts.
- Upgrades to equipment and facility systems to improve efficiency.

Impact

These energy-saving investments are expected to contribute to:

- Reduced operational emissions.
- Energy-efficient design and renewable electricity integration directly lower Scope 1 and Scope 2 emissions.
- Optimized energy consumption.
- Improved insulation, lighting, and space utilization reduce overall energy demand across sites.
- Scalable decarbonization approach.

These projects establish a replicable model for integrating energy efficiency into future facility investments.

Looking ahead

As operations began in early 2026, the full impact on energy savings and emissions reduction will be measured and reported in the next cycle. By integrating energy efficiency in investment decisions, Envu aims to continue taking concrete steps to reduce Scope 1 and Scope 2 emissions, demonstrating how operational excellence and sustainability can be advanced together to support long-term decarbonization goals.

Controlling our Scope 3 emissions

The majority of our greenhouse gas emissions derive from upstream Scope 3 activities, with approximately **93%** arising from the purchase of goods and services (Category 1). These emissions are primarily associated with the sourcing of raw materials (such as chemical compounds and packaging) and manufacturing activities performed by third-party manufacturers.

To manage and reduce these emissions, we focus on close collaboration with our manufacturing partners to promote high environmental standards, support the use of renewable energy and encourage more sustainable production processes. Partnerships across the chemical sector are critical to enabling access to lower-greenhouse-gas raw materials and ingredients, supporting the long-term decarbonization of our value chain.

Results and progress on emissions Scope 3

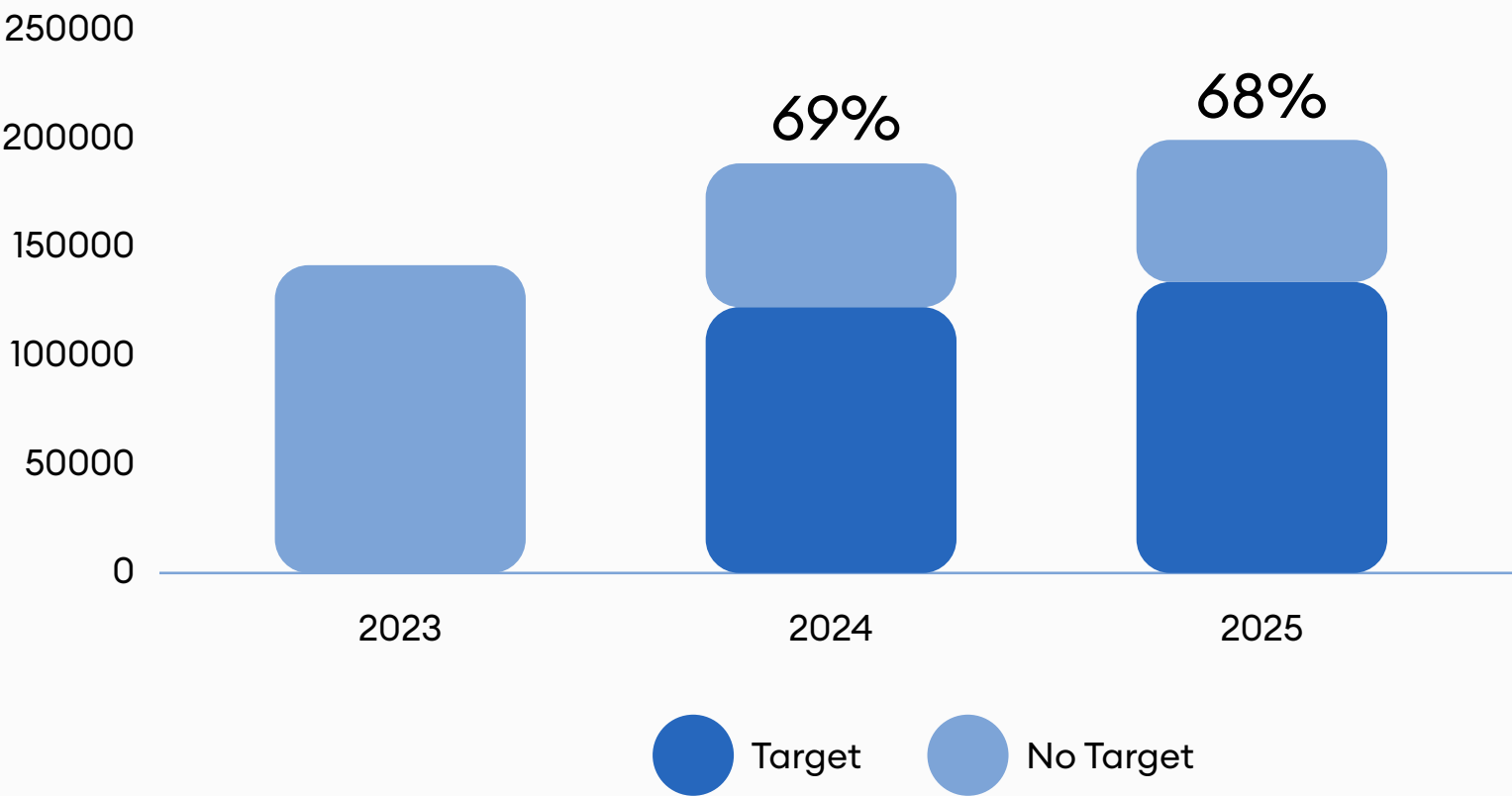
Envu is currently undertaking a network optimisation and supplier diversification program that will reshape its supplier base over the coming years. Throughout this transition, we continue to apply sustainability standards by assessing new suppliers on emissions measurement and reduction requirements, supported by active supplier dialogue, and integration of sustainability criteria into RFQs, and ongoing relationships. During the reporting year, we conducted 10 engagement sessions with key suppliers, representing approximately 30% of our total tolling spend, and subsequently collaborated with five of these partners to implement targeted improvement plans. In parallel, we collected emissions data from eight manufacturing partners, enabling the use of primary data for emissions calculations related to our third-party manufacturing activities. These efforts helped improved the quality and accuracy of our emissions data while strengthening awareness and alignment on our decarbonization objectives. Notably, the use of primary data has provided a more representative emissions profile, as several partners operate with on-site renewable energy, resulting in lower emissions compared to estimates based on secondary data. **In 2025, 68% of emissions from active ingredients, finished goods, and co-formulants were linked to partners with valid science-based emissions reduction targets, which corresponds to 53% of total emissions from purchased goods and services.**

In addition, we achieved a **37% absolute reduction** in Scope 3 Category 1 GHG emissions excluding emissions from active ingredients, co-formulants and finished products by the end of 2025. We aim to continue strengthening sustainability performance across our value chain and support partners in their decarbonization efforts.

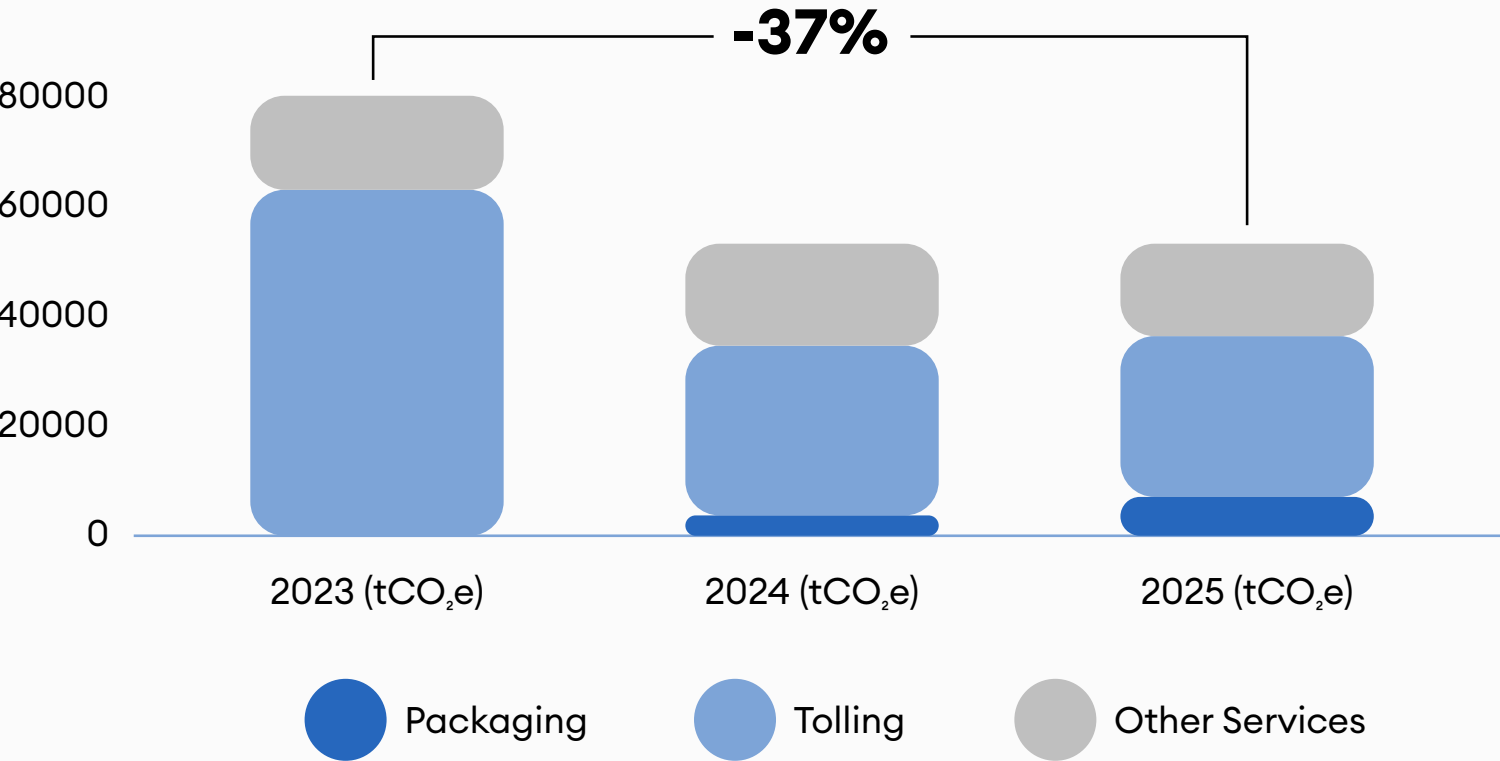
RESULTS AND PROGRESS SCOPE 3

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	Cat. 6	Cat. 7	Cat. 9	Cat. 12
Emissions 2025 (tCO ₂ e)	254,532.39	4,610.29	708.33	14,081.23	33.92	3,143.48	505.28	550.79	695.74
2025 vs 2023 Baseline	+12.61%	+214.42%	-20.77%	+50.42%	-5.49%	+15.42%	+10.84%	+67.16%	+56.16%

PERCENTAGE OF EMISSIONS COVERED BY SUPPLIERS WITH TARGETS



ABSOLUTE REDUCTION TARGET



Future outlook for Decarbonization Journey

As we move toward our 2030 near-term target, we will continue to implement initiatives to drive further reductions:

Scope 1 & 2: Operational decarbonization

- Accelerate fleet electrification, building on strong progress in Europe and we will continue to assess opportunities in the US, while improving fuel efficiency and exploring flex-fuel vehicles where electrification is not yet feasible.
- Explore the opportunity to conduct site energy audits for our other sites in Europe and Brazil to identify opportunities to reduce emissions.
- Explore renewable energy procurement, including RECs, and prioritize sites with access to clean energy.

Scope 3: Value-chain transformation

- Build and deploy a structured supplier-engagement program to improve emissions data quality, support supplier decarbonization and progress toward 2030 targets.
- Understand and map emissions coming from the upstream transport and distribution of our products.
- Advance packaging optimization and strengthen engagement with raw-material suppliers aligned with Envu’s climate objectives.

CASE STUDY

ADVANCING RENEWABLE ENERGY AT TOLLING SITES TO REDUCE SCOPE 3 EMISSIONS

Envu conducted sustainability assessments across key tolling sites in 2025 to evaluate environmental performance and identify opportunities to reduce upstream emissions. Tolling partners play a critical role in product formulation and manufacturing, accounting for approximately 27% of Scope 3 Category 1 emissions.

Key insights

The assessments highlighted that electricity consumption is the primary driver of emissions at tolling sites, making renewable energy adoption a key lever for decarbonization.

Different levels of renewable energy maturity were identified:

- One site operates fully on **hydroelectric power**.
- One site sources approximately **48% of its electricity from solar energy**.
- One site is actively developing a **business case for on-site solar installation**.

These examples demonstrate the tangible potential to reduce operational emissions through renewable electricity integration.

Impact

- Targeted emission reduction opportunities: clear identification of electricity as a major emissions source enables focused decarbonization efforts for our value chain.
- Accelerate renewable energy transition: early adoption by selected sites provides a scalable model for broader implementation across the supply chain.
- Stronger supplier engagement: collaboration with tolling partners supports shared progress toward lower-carbon operations.

Looking ahead

Building on these findings, Envu aims to prioritize actionable and effective steps that can translate to carbon reduction such as advancing renewable energy adoption across its tolling network by:

- Increasing the share of renewable electricity.
- Identifying site-specific opportunities for solar and other clean energy solutions.
- Supporting partners in transitioning to lower-carbon operations.

With these initiatives, Envu seeks to take a targeted approach to reducing Scope 3 emissions and strengthening supply chain resilience, supporting its broader ambition to build a more sustainable, low-carbon value chain.

Climate-related risks and opportunities assessment

Envu has conducted an initial Climate Related Risks and Opportunities (CRRO) assessment to identify, assess, and prioritize physical and transition climate related risks and opportunities across our operations and value chain, to strengthen the integration of climate considerations into the company’s overall Risk Management Framework. The assessment aims to enhance transparency on Envu’s financial risks and opportunities, to support Envu’s preparation for initial alignment with the Task Force on Climate related Financial Disclosures (TCFD), and to ensure compliance with California SB 261³⁰. The results of the CRRO assessment allow Envu to identify material climate-related risks and opportunities, evaluate their potential impacts on operations, the value chain, revenues, costs, and capital expenditures, and assess how these impacts may evolve across multiple climate scenarios and time horizons. These insights will help to inform strategic decision making and support the development of actions to mitigate, adapt to, and capitalize on climate-related risks and opportunities, thereby enhancing Envu’s long term resilience and value creation.

Scope, methodology and scenario analysis

Envu assessed physical and transition climate-related risks and opportunities using an external propriety platform that uses a combination of company specific information – including asset locations and values, operations, emissions, and energy data, supported by IPCC-sourced climate and transition scenario datasets. This approach allows Envu to identify the sites most exposed to climate risks and assess the potential impacts and

subsequently define effective adaptation strategies. It also enables a forward-looking evaluation of potential climate impacts across Envu’s overall operations, value chain, and business strategy.

Envu operates as an asset-light company, with a business model that relies heavily on strategic partners for its supply chain (including tolling, manufacturing, and warehousing), as well as for office locations, the majority of which are leased. The assessment encompassed a total of 154 sites, including one owned asset, 17 leased assets (offices), and 136 sites operated by supply partners. These supplier sites represent a diverse range of asset types, including manufacturing facilities, warehouses and logistics buildings. While the assessments allow climate-related risks and opportunities to be measured at asset-level, the identified risks and opportunities are consolidated to have an overview of the risk exposure towards Envu’s overall operations. This approach is considered the most appropriate for Envu, given its asset-light business model.

Scenario analysis was used to evaluate the resilience of Envu’s business under different climate pathways, consistent with TCFD recommendations. Two consistent scenarios (low-emissions and high-emissions) were applied for physical and transition risks under two different time horizons; short-term (2030) and long-term (2050).

Physical climate risks were assessed using UN IPCC-aligned Shared Socioeconomic Pathways (SSPs)³¹ to evaluate current and future exposure to acute and chronic climate hazards. Climate hazard indicators were selected to capture trends in the frequency and severity of risks that could materially affect Envu, including extreme heat, tropical cyclone, flooding, heavy rainfall, drought, wildfires, storms and others. Two physical climate scenarios were applied:

- SSP1-2.6 (low-emissions): aligned with efforts to limit global warming below 2°C; and
- SSP5-8.5 (high-emissions): a “business-as-usual” pathway associated with significantly higher warming.

Indicators were assessed under both current conditions and projected future states to enable comparison across scenarios.

Transition risks and opportunities were assessed using International Energy Agency (IEA) scenarios to evaluate potential impacts from climate-related policy, technology, market, and systemic changes. Two forward-looking scenarios were applied:

- Current Policies (high-emissions); and
- Net Zero by 2050 (low-emissions).

Identified risks and opportunities are evaluated and classified according to their potential impact on Envu’s operations, using

three categories: Low, Medium, and High ([see Summary CRRO Assessment](#)). As an initial assessment, physical climate risks are deemed material for Envu when more than 10% of evaluated assets are classified as either High or Medium Risk. The next phase of the assessment will involve evaluating the materiality of identified climate-related risks and opportunities using Envu’s DMA IRO framework to ensure alignment with the company’s overall risk management framework.

Summary of our CRRO assessment

Physical climate risks
In summary, out of 21 assessed risks, Envu is projected to be moderately exposed to 3 material physical climate risk indicators classified as high risk and five classified as medium risk across a range of climate scenarios and time horizons.

The impact of these risks may include business interruption through damage to supplier sites, upstream transportation of materials as well as downstream distribution of finished products, potentially leading to delivery delays and reduced revenues. **The analysis demonstrates that, while certain sites across the value chain may face elevated exposure to specific climate-related hazards, the majority of Envu’s operations are subject to relatively low overall impact across all scenarios and time horizons.** A summary table of Physical risks levels with breakdown by assets shows the % of evaluated assets exposed to different levels of physical climate risks under both scenarios and within both short- and long-term time horizons.

Transition climate risks and opportunities
The transition scenario analysis highlights a rapidly tightening regulatory and market environment, where demand is shifting toward lower carbon products, transparency expectations are increasing, and carbon pricing is becoming a material cost factor. For Envu, this would create both risks – through cost pressures, and substitution threats – and

opportunities to strengthen market positioning by accelerating low carbon product development, embedding sustainability into growth strategies, and leveraging environmental performance as a competitive differentiator. The analysis also underlines how proactive adaptation of the product portfolio, pricing strategy, and commercial capabilities will be critical to maintaining compliance, managing transition costs, and capturing value in a decarbonizing market. Envu’s established SBTi-aligned decarbonization targets and progress provide important insights for monitoring and measuring the company’s exposure to transition risks over time.

While this assessment has enabled Envu to identify climate related risks and opportunities across key sites of its operations, it represents an initial step in a broader climate resilience journey. Looking ahead, Envu intends to progressively enhance this assessment by focusing on assessing the materiality of identified risks and opportunities as per Envu’s DMA framework, setting up formal metrics and targets to assess and manage these climate-related risks, and translating these insights into a more structured climate transition and adaptation plan. This will include the prioritization of site-specific risk mitigation and adaptation actions, integration of climate considerations into capital planning and supply chain strategies, and alignment with Envu’s long term business objectives. This will help to improve consistency in risk identification and management, and strengthen the company’s overall preparedness for evolving climate-related risks and opportunities.

30 California Corporate Greenhouse Gas (GHG) Reporting and Climate Related Financial Risk Disclosure Programs | California Air Resources Board
31 United Nations Intergovernmental Panel on Climate Change

Activating circular economy

Waste management

Most of Envu’s manufacturing activities are carried out by third-party partners, resulting in limited waste generation from Envu-controlled operations. Nevertheless, waste management remains a relevant sustainability topic.

Envu’s primary waste and packaging impacts derive from the distribution and use of chemical products, which are predominantly sold in plastic packaging. Due to regulatory, safety, and product-stewardship requirements, this packaging cannot be reused or repurposed once products are consumed. Accordingly, our approach focuses on supporting appropriate disposal and recycling practices in compliance with applicable environmental legislation. This includes encouraging responsible waste handling across the value chain and, where relevant, collaborating with customers and specialized waste management partners to promote proper end-of-life treatment of packaging materials. In parallel, we also aim to work together with our manufacturing partners on reducing resources and manufacturing inputs quantity over time through our long-term packaging optimization project.

At site level, waste is primarily generated across Envu’s R&D facilities in Paulínia (Brazil), Langenfeld (Germany), Clayton and Morrisville (United States), and our manufacturing site in Wageningen (the Netherlands). At these locations, hazardous waste is identified, segregated, and disposed of through

site-specific instructions, including controlled incineration or the use of licensed and vetted waste management service providers, in compliance with applicable local and national regulations. Non-hazardous waste generated at Envu office sites is managed in line with local requirements and typically includes the separation and disposal of recyclable materials, electronic waste, and residual general waste. Additional site-specific initiatives – such as dedicated recycling streams for coffee capsules, batteries, and laboratory gloves, are also implemented at certain locations to support responsible waste handling practices.

At present, Envu does have a formal enterprise waste management policy but we have not set quantitative waste-reduction targets, primarily due to limited data availability across our operations and value chain. Waste-related requirements, including proper disposal, are addressed through standard contractual clauses with supply chain partners and compliance with applicable environmental regulations. Envu is progressively improving waste data tracking within its own operations and working with key tollers to identify opportunities to optimize packaging materials and reduce lifecycle impacts in line with our Scope 3 emissions reduction efforts. Envu remains committed to continue evaluating opportunities to strengthen governance, data availability, and transparency on waste and resource management over time.

Water management

Water resources are not currently identified as a key material for Envu’s own operations, which are predominantly office-based and research-oriented. Envu manufacturing activities are conducted by third-party partners which are governed through our Sustainable Procurement Program. Water consumption at our sites is managed locally in line with internal policies and local regulations, with most sites sourcing from public systems and discharging via municipal infrastructure. At our R&D centers, wastewater is carefully handled and managed by approved third parties to be sent to treatment facilities. At present, we are currently working on developing a structured approach to improve water data collection and transparency over time while assessing different tools to measure water risks across our main sites.

Site-level waste initiatives

Glove and coffee capsule 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. 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. In 2025, the initiative was expanded to include the collection and recycling of coffee capsules and approximately **92 pounds (around 42 kg) of total waste were diverted from landfill** through these combined recycling streams. Waste volumes are tracked periodically to monitor the cumulative amount of material diverted over time. While relatively small in scale, initiatives such as this contribute positively to reducing Envu’s environmental footprint and support site-level engagement in responsible waste management practices.

Recycling efforts and purchasing second-life furniture in Lyon site

At Envu’s global hub in Lyon, site-specific recycling programs have been implemented to support responsible office waste management focusing on the collection of batteries, printer cartridges, electrical equipment, food waste, and coffee capsules. During the reporting year, approximately **14 kg of office waste and 367 kg of coffee capsule waste were collected and recycled** through specialized third-party recycling partners. In addition, the Lyon office has integrated circular procurement practices through the selection of office furniture. In partnership with office furniture supplier Haworth, the site is furnished entirely with second-hand chairs refurbished by Label Emmaüs. This approach extends the life of existing materials and supports social and environmental value creation.

Reverse logistics for product packaging in Brazil

Envu Brazil implemented a reverse logistics system for product packaging in line with Brazil’s National Solid Waste Policy, supporting circular economy principles and responsible waste management practices. The initiative focuses on engaging customers to promote recycling awareness and enabling the collection of post-consumer packaging for safe and compliant disposal. Through collaboration with specialized waste management partners, Envu Brazil collects and manages packaging materials returned by customers, including plastics, paper, cardboard, and other packaging components. These materials are directed to appropriate recycling or recovery streams in accordance with local regulatory requirements. In 2025, approximately **177 tonnes of packaging waste were diverted from landfill through this reverse logistics system, which constitutes 46% of materials sent to market vs. 41% in 2024**. This initiative contributes to reducing packaging waste, improving material recovery, and reinforcing Envu’s commitment to environmentally responsible operations within local regulatory frameworks.

6

Safe and high-performing culture



Safe and high-performing culture

Developing talents and creating value

At Envu, our people are central to our purpose of making a positive impact through our work. As a global organization representing more than 50 nationalities, we believe that diversity, inclusion, and fair treatment are essential to attracting and retaining talent, fostering innovation, and enabling long-term success. We value diverse perspectives, skills and capabilities and are committed to creating a workplace where everyone feels respected, included, and able to thrive. This commitment is reflected in our company-wide policies – covering human rights, fairness and respect at work, talent attraction, and total rewards – and is reinforced by our Compliance Management Policy, which sets clear expectations for ethical conduct and professional behavior across the organization.

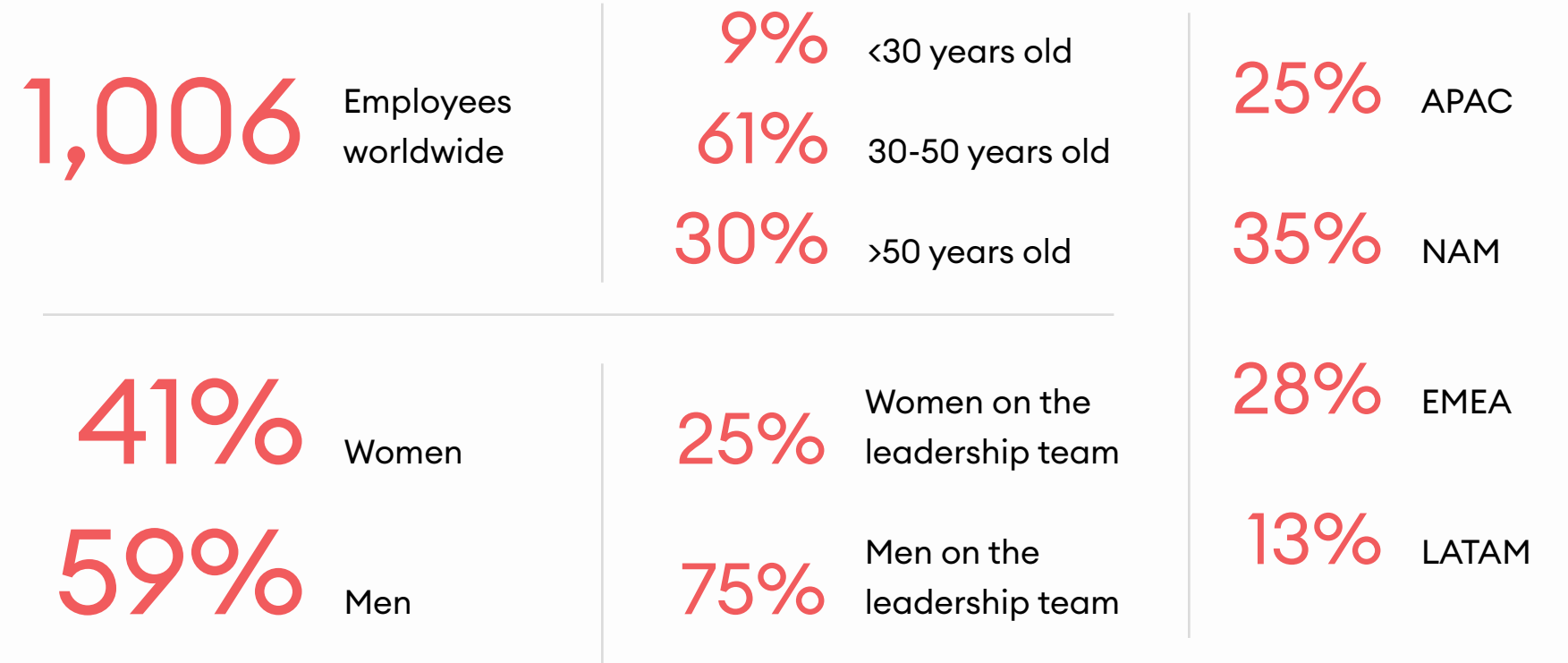
KEY ACTIONS

- Ensure employee safety and well-being at work
- Be a preferred employer to attract and retain best talents
- Cultivate a sense of belonging and inclusion in the workplace

TRACKING OUR CONTRIBUTION

KPI	BASELINE 2023	2025 HIGHLIGHTS	ENVU 2026 TARGET
Inclusion Score	92%	92%	Remain above 90% by 2026
Lost-time Injury (LTI) rate	0.33/100 employees	0.00/100 employees	0.00/100 employees

OUR TEAM AT A GLANCE



Empowering talent growth

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. All talent-related initiatives and programs are made globally accessible. In 2025, we provided **5617 hours** of training with an average of **5.58 hours** of training per employee (both permanent and temporary).

Envu offers a variety of programs and assistance to help employees strengthen both technical and soft skills to prepare them for current and future roles. Our programs are designed to meet a wide range of skill development needs and provide opportunities for employees to:

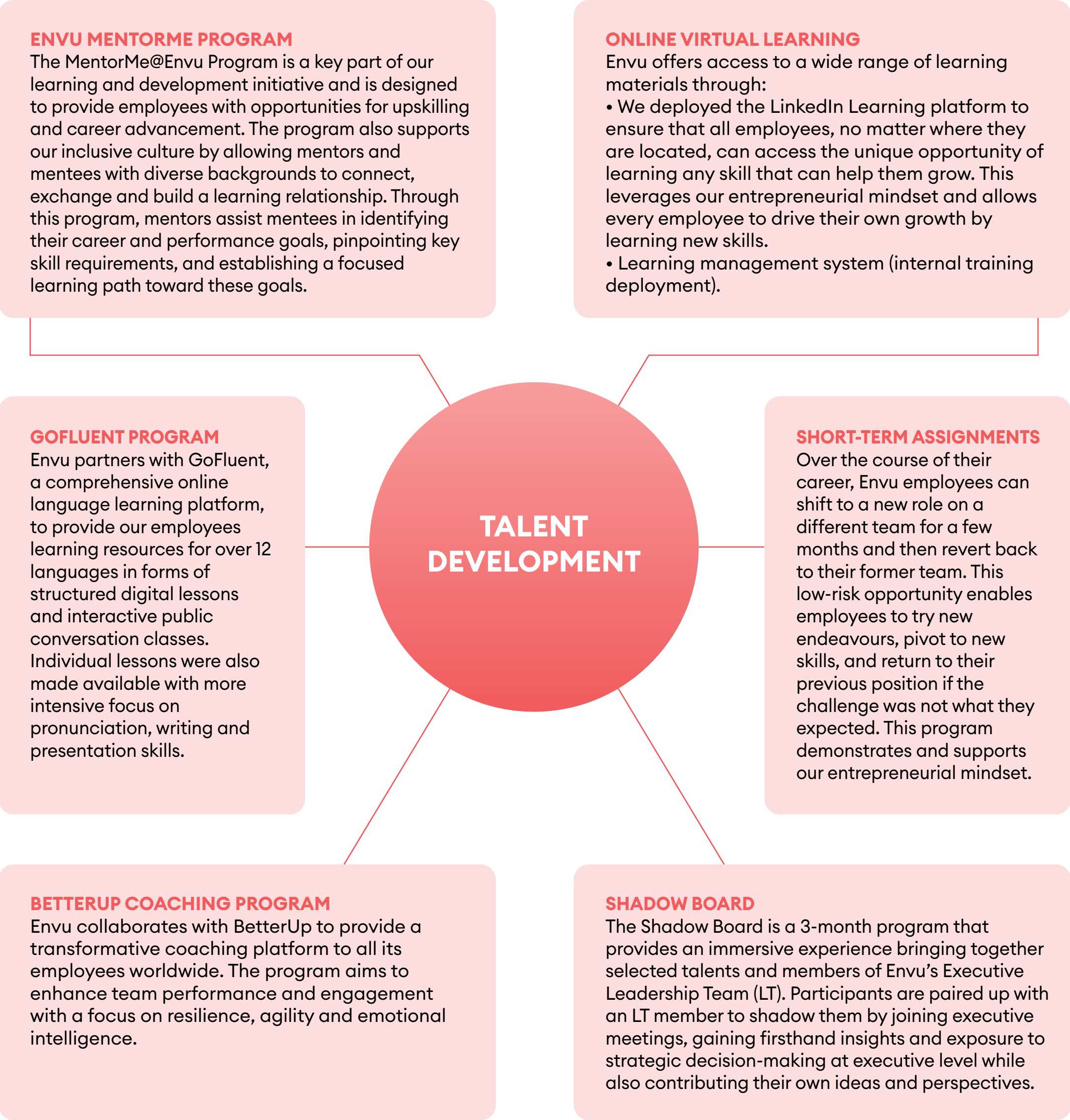
- Gain job-specific technical skills through functional training and certifications.
- Develop the leadership and soft skills necessary for career advancement.
- Participate in experiential learning opportunities through mentoring, coaching, assignments, job shadowing and volunteering.
- Access a wide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

Types of programs available



TRAININGS	2025 ACHIEVEMENT
MentorMe@Envu Program	• 121 mentors and mentees participated • 90% of participants declare high satisfaction on matching quality • 78% of participants declare high satisfaction on the resources provided • Net promoter score: 63
BetterUp Coaching	96 talents participated
Shadow Board	Launched with 5 participants in 2025
Be A Force with Nature Academy (BAFWNA) Season 2	72% of employees are in active learning





Envu’s talent development program

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.

BetterUp and GoFluent

“Stepping into my new role as a Team Lead for Mexico, the BetterUp and GoFluent programs helped fuel my growth, building required skills, and taking on responsibility to drive impact further.”

Paola Gutierrez,
Customer Service & Logistics Supervisor

MentorMe

“Being a mentor in this program is an incredibly enriching and energizing journey – sharing perspectives, challenging ideas and growing together. This experience perfectly captures the spirit of collaborative learning.”

Hervé Kintzler,
Senior Governance, Risk & Compliance Manager

Shadow Board

“Joining the Shadow Board program allowed me to have a broader perspective on the company, encouraging more strategic thinking and speaking up with new ideas. It is an incredible learning experience, with the opportunity to grow while shaping the future of Envu.”

Daniela Alves,
Tax Manager

Functional training - Value Selling

“The Value Selling training helps our sales teams focus on customer business challenges, ask the right questions, and align solutions to measurable outcomes. Applied consistently, it fosters a more strategic, collaborative sales culture and strengthens Envu’s position as a trusted business partner.”

Mike Sisti,
Sales Effectiveness & Training Director

CASE STUDY

BE A FORCE WITH NATURE
ACADEMY SEASON 2:
BUILDING A CULTURE OF
SUSTAINABILITY AT ENVU

As part of its commitment to sustainability, Envu continues to strengthen internal capabilities through the learning program Be A Force with Nature Academy (BAFWNA), equipping employees with the knowledge and skills to understand environmental and social impacts.

Launched in 2024, the Academy provides a structured learning journey on sustainability.

In 2025, Season 2 expanded the program with more tailored, function-specific learning, enabling employees to explore topics relevant to their roles and understand how their work contributes to Envu’s sustainability objectives.

Focus areas

Season 2 focused on decarbonization and biodiversity topics. Employees were trained on carbon emissions, including Scope 1, 2, and 3 emissions and Envu’s SBTi-validated targets, enhancing their awareness of climate-related impacts and empowering them to identify areas where they can contribute to emissions reductions. The module achieved 100% relevance score and 98% completion rate.

A biodiversity module provided insights into ecosystem preservation, biodiversity risks, pollinator protection, and responsible practices, achieving a 100% completion rate and relevance score.

Impact and outlook

Season 2 engaged more than 1,000 employees globally, with a 72% participation rate. The Academy supports a shared understanding of sustainability and empowering employees to contribute to environmental outcomes. Envu will continue to evolve the program by updating content and integrating emerging topics.



CASE STUDY

LEARNING COFFEE

Learning Coffee is an employee-driven initiative designed to promote continuous learning, collaboration and knowledge-sharing across Envu. The initiative consists of short, voluntary monthly sessions, open to all employees and hosted by Envu Transformation Agents.

Each session gives employees the opportunity to share insights on their work, projects, tools or specific areas of expertise through an open and interactive format, including Q&A discussions. Topics reflect the diversity of Envu’s activities, ranging from customer training programs and active ingredient resourcing to AI-enabled product carbon footprint tools, legal topics and regulatory insights.

By creating an informal space for horizontal learning, Learning Coffee helps employees better understand different areas of the business, stay informed about ongoing initiatives and identify opportunities to apply new knowledge. The initiative supports collaboration, transparency and a shared culture of continuous, peer-driven learning.

SAFE AND
HIGH-
PERFORMING
CULTURE



Delivering value through equal opportunities and fair pay

Envu’s approach to talent management is centered on skills, performance and potential with a strong commitment to equal opportunities for all employees worldwide. We invest extensively in learning, development and career management to support employee well-being, professional growth and long-term career development. Through periodical talent reviews, Envu supports structured career development and succession planning across functions.

Performance reviews

At Envu, talent development and performance management are integral to our culture and a key driver to our success. We leverage a centralized company-wide people and performance management tool, helping foster transparency, development and alignment across all functions and regions.

Annual company performance priorities are defined through a scorecard, which is shared with all employees and integrated into individual performance objectives. This enables individual goals to be aligned with both functional goals and company priorities, strengthening accountability and engagement.

Employees and managers are encouraged to participate in quarterly touchpoints including the mandatory biannual formal performance reviews, focusing on progress, development needs and career aspirations. These regular discussions enable ongoing feedback, progress tracking and identification of development actions, including access to future career opportunities. In addition to manager feedback, employees – including people managers, may also request 360-degree feedback from

peers and colleagues across the organization. **During the reporting period, 100% of our employees received a regular performance and career development review.**

Talent recruitment and retention

Our Talent Attraction Policy provides guidance on the process of attracting, recruiting and onboarding employees at Envu. Our Total Rewards Policy provides a framework for monetary and non-monetary compensation for our employees.

In 2025, Envu welcomed 185 new employees, with the largest share joining from the APAC region. **The voluntary attrition rate for 2025 stands at 4.1%, which is well below the industry benchmark.** Following the recent M&A of In2Care and GSSFMC, the ongoing restructuring resulted in a total turnover rate of 14.2% at the end of December 2025.

Employee well-being, remuneration and benefits



Our strong cultural focus is a key differentiator in attracting talent – this is demonstrated on the achievement of high positive results in Great Place To Work® surveys.

Envu has been awarded Great Place To Work certification in the US, France and India for two consecutive years until June 2025, reflecting our employees’ positive perception of Envu’s workplace culture, including engagement, purpose and overall 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. We seek to continue maintaining this achievement for the next following years and hopefully expanding it across our other operating countries.

Envu’s culture encourages all employees for a healthy work-life balance. All Envu employees are entitled to parental leaves. In 2025, 86 employees took parental leave. **Our return to work rate remains high at 91% with a retention rate of 88%.**

This reflects the Envu commitment to providing high work flexibility to its employees to ensure our ability to retain a stable workforce.

At Envu, we value and respect our employees’ rights and continuously work toward providing fair compensation 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, 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.

Cultivate a sense of belonging and inclusion in the workplace

Inclusion and belonging (I&B) support collaboration and innovation within our multicultural workforce of more than 50 nationalities. With a presence across 42 countries, we recruit globally and welcome talents from different backgrounds, cultures and origins. We are committed to equal opportunity hiring, selecting candidates based on merit and experience

regardless of nationality, gender, sexual orientation, age, or any other factors unrelated to job performance. Our core principle is to maintain a safe and inclusive workplace where every talent feels valued, respected and nurtured.

Achieving our vision – healthy environments for everyone – relies on an engaged, inclusive and empowered workforce by a consistent approach across the organization.

Our approach to I&B reflects our cultural principle of working as one team. We recognize and value individual differences, while working towards shared objectives and bringing together diverse perspectives and experiences.

Our ability to collaborate and leverage these differences as strengths contributes to shaping our culture of inclusion and

belonging. As part of our ongoing commitment, we review our I&B strategy annually to strengthen our approach to inclusive workplaces.

Our commitment is underpinned by 4 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.

At Envu, inclusive workplace provides a supportive environment where all employees have equitable access to opportunities for both personal growth and meaningful contribution toward shared goals. This approach is reinforced by Envu’s Compliance Management Policy, which sets expectations for fair treatment, respectful conduct and the open sharing of concerns across the organization.

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 in Envu. No person is to be unfairly disadvantaged, favored or excluded because of individual characteristics 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. During the 2025 reporting year, there were no incidents of discrimination that necessitated corrective actions.



People Pulse Survey at Envu

As part of our employee engagement, we conduct an annual company-wide People Pulse Survey with all our employees across different countries. This initiative allows us to assess and monitor the effectiveness of our initiatives in driving inclusion and belonging at Envu. The survey is designed to gather

meaningful insights into 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. **Following the result of 2025 People Pulse Survey³², we achieved an inclusion score of 92%, reflecting that the majority of our employees feel a strong sense of acceptance and inclusion at Envu.**

Enriching 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 network 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 grassroots, bottom-up initiatives allow employees to bond outside of working context, share experiences, and encourage personal or professional development. Envu DRIVE groups consisted of the Female Leadership, Ethnicities, LGBTQIA+, Young Talents, Working Parents and Families, Neurodiversity and Disability, and Veterans groups. **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. Each DRIVE group is responsible for developing 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.

“Our people are the foundation of Envu’s success. That’s why creating a workplace where everyone feels supported, included and valued is essential to building a sustainable business. Through initiatives such as MentorMe@Envu, Envu DRIVE, coaching and well-being programs, we invest in our people, helping them grow, thrive and stay connected to our purpose while nurturing what we call ‘Envusiasms’. This is how we live our core belief at Envu: treating people fairly and creating a workplace where everyone belongs, thrives and can positively influence the world.”

Laura Jacob - Chief People, Culture and Communication Officer



³² People Pulse Survey results for this reporting year are obtained from the survey conducted in Q1 of the following year.
³³ Employee engagement is calculated based on the responses to these four topics: Acceptance & Inclusion; Motivation to work for Envu; Work-life balance; and Employee growth and development.

Upholding human and labor rights

Envu contributes to maintain 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 Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Envu has been a voluntary member of the United Nations Global Compact since 2024.

WE SUPPORT UNGC



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

Envu is officially a proud participant 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 are committed to collaborate 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 allegations against suppliers flagged

in our system are subject to thorough assessment, along with appropriate checks and controls under our Sustainable Procurement Program.

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.

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 28.8% 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.

Ensure employee safety at work

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.
- Employees' health and well-being.
- Tools for reporting, reviewing, controlling, and managing internal and external complaints.

All Envu 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.

Safety BY ALL program

Safety BY ALL is an Envu-wide holistic program introduced in 2024 to strengthen safety culture across the organization. The initiative began with targeted training and communication designed to equip employees with the knowledge and capabilities needed to act safely every day, in all work environments. Participation in Safety BY ALL trainings and related activities is mandatory for all Envu employees. The strategy is further reinforced through a structured campaign of awareness-raising programs, collective actions and routine checks implemented across Envu sites to support continuous learning and behavioral change:

- Safety BY ALL: mandatory induction training for all Envu employees.
- Ergonomics: E-learning modules, good practices cheat sheet.
- Safety Observation & Feedback Pilot.
- Road Safety awareness e-learning: Mandatory for all Envu employees.

Underpinned by this safety strategy, Envu ensures that appropriate health and safety management policies and procedures are in place and effectively implemented across all sites, for employees working in offices, laboratories, and driving on business trips.

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. Where remote working is applicable, Envu subsidizes, 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 manual handling of materials.

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 monitored, and risks are reduced as much as reasonably possible. Regular safety inspections are carried out in all our R&D sites by site managers and lab supervisors. 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 program 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 2025, **211 drivers** were onboarded on the 5Keys Engage 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.

Other occupational health services

Envu has 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.



CASE STUDY

SAFETY BY ALL:
EMBRACING A STRONG
SAFETY CULTURE AND
MINDSET

Envu’s “Safety BY ALL” program reinforces the principle that safety is a shared responsibility, promoting awareness, accountability and proactive behaviors across the organization.

In 2025, Envu strengthened this approach through training activities, communication campaigns and observation-based feedback led by the QHSE team. Key initiatives included ergonomics training and self-assessments through the internal learning platform, visual communications on safe behaviors in offices and laboratories, and targeted awareness on risks such as prolonged screen exposure, slips and falls, damaged equipment, laboratory safety and road safety.

The program also supported safer driving practices, with updated digital tools and training for employees using company vehicles.

Across the organization, employees were encouraged to take simple preventive actions, such as reporting hazards, maintaining tidy workspaces and looking out for one another.

In 2025, Envu reported zero recordable incidents, while 47 near-miss, minor damage and first-aid cases were reported, reflecting a stronger reporting culture. Training participation also remained high, reaching 83% for ergonomics training, 85% for Safety BY ALL introductory training and 85% for incident reporting training.

Looking ahead, Envu will continue to strengthen its safety culture, with a focus on emergency response, chemical handling and transport, electrical safety and field-testing risks.

SAFE AND
HIGH-
PERFORMING
CULTURE

Risk assessment and management

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, and driving. 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.

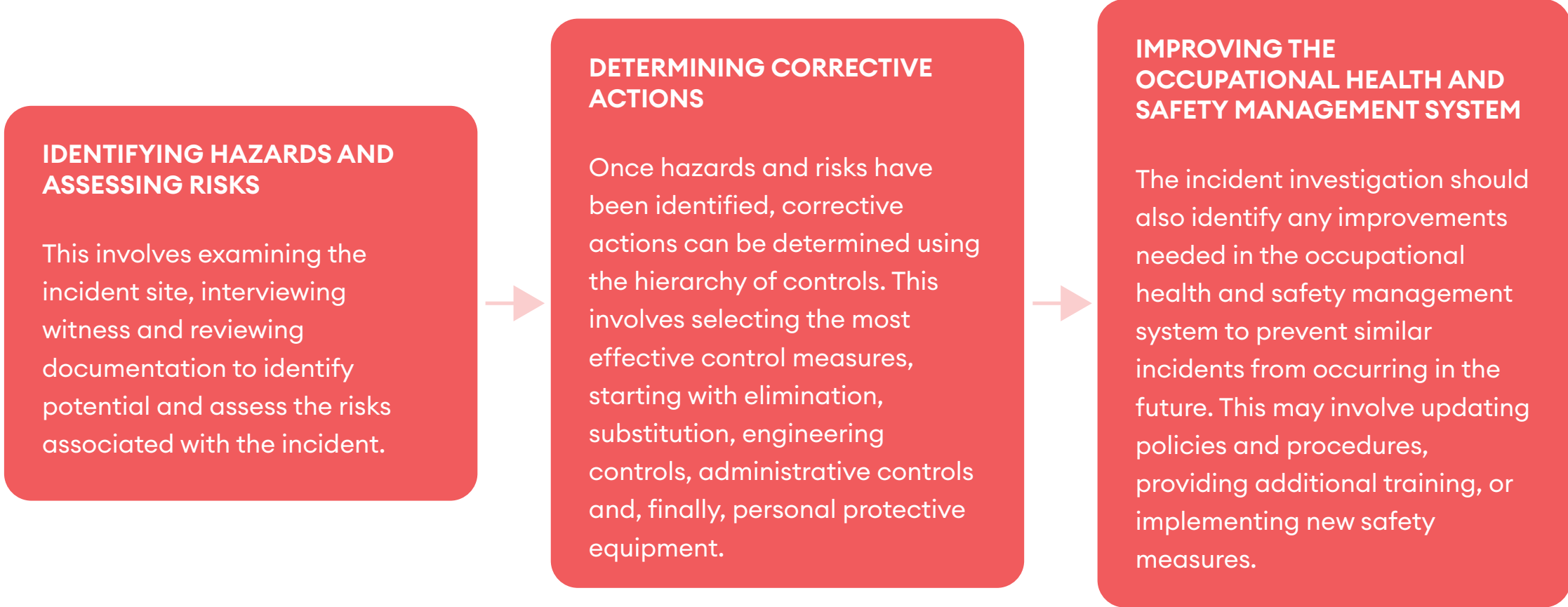
The procedure emphasizes a systematic approach to safety management, ensuring continuous monitoring and mitigation of risks to protect all employees. It is designed to:

- 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 when possible 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 non-routine bases. Routine assessment entails regularly inspecting the workplace, reviewing incident reports, and consulting with employees to identify potential hazards and assessing the risks associated with them. Non-routine assessments may be carried out in response to changes in the workplace, such as the introduction of new equipment or processes, or a special event.

HSE KPI	2023 BASELINE	2024	2025
Number of recordable incidents	6	1	0
Recordable incident rate (RIR)	0.67	0.11	0
Lost time injury rate (LTIR)	0.33	0	0
Injury severity rate	3.67	0	0
Number of fatalities	0	0	0
Number of high-consequence work-related injuries	0	0	0
KEY NOTES:			
• Number of hours worked was estimated: 950 people x 2,000 hours. • Contractor workers whose work/workplace was controlled by the organization: 0 fatalities; 0 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).			

Safety and health incident reporting and mitigation process



While Envu takes extensive measures to prevent injuries to employees and contractors, the company has also established standardized processes and tools to ensure the timely logging and recording of incidents. These tools are accessible to all employees, who are actively encouraged to report any health, safety, environmental (HSE), or near-miss incidents to enable appropriate investigation and continuous improvement.

The results of these investigations are shared with the relevant stakeholders at the appropriate level based on the nature of the incident. **In 2025, no incident was reported.** In line with Envu’s safety and health incident reporting procedure, any recordable incident triggers a comprehensive investigation involving all relevant stakeholders, including management and employees. Findings and learnings are communicated within the region where the incident occurred to support transparency, accountability, and continuous improvement

With regard to high-risk occupational hazards, Envu has identified specific work-related risks with the potential for high-consequence injury, notably road safety and chemical exposure. As of 2025, **no cases or incidents of work-related ill health were reported during the year.**

“Through the Safety BY ALL program, Envu seeks to empower every employee to take accountability of their own safety and that of their colleagues, with the shared objective of ensuring everyone returns home safely each day.”

Muriel Crappeel-Balas,
Head of QHSE

Business ethics and governance



Business ethics and governance

Maintaining trust through integrity and accountability

Envu seeks to embed business ethics and responsible governance at the core of its operations, translating principles into clear processes, measurable actions and effective controls. By implementing a robust framework with defined roles and responsibilities, and by engaging with our stakeholders, we promote consistent adherence to high standards across the organization and the value chain.

Our governance approach goes beyond compliance. We work to safeguard stakeholder rights, strengthen accountability in decision-making, and enhance transparency at every level. This focus enables us to identify and manage risks, maintain investor trusts, and protect the value and reputation of Envu.

KEY ACTIONS

Create shared value through industry participation, stakeholder engagement and community outreach

Uphold high standards of integrity through transparent and accountable governance, supporting long-term resilience and reporting progress

Maintain a governance framework that embeds sustainability into strategy, manages risks and opportunities and drives consistent impact

TRACKING OUR CONTRIBUTION

KPI	BASELINE 2023 HIGHLIGHTS	2025 HIGHLIGHTS	ENVU 2026 TARGET
Compliance incidents	0 compliance incidents	0 compliance incidents	0 compliance incidents



Driving responsible practices with strong integrity

Envu global policies

The global policies governing Envu, including 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. They apply to all employees worldwide and, where relevant, to business partners. The policies are accessible to our employees through our intranet. Certain policies (underlined in the policy universe) are made publicly available on external websites to promote transparency and inform stakeholders of key governance standards. Other policies may be disclosed only upon internal review and approval, taking into account sensitivity, confidentiality, and business considerations.

Envu policies - a governance framework with a universe of 45 global policies

1 - 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 Custom 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

2 - 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

2.11 - Purchase Cards

3 - 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/Sustainability

3.06 - Environment

4 - 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

4.06 - HR Data Retention

5 - SECURITY

5.01 - IT Governance

5.02 - Data Privacy

5.03 - Authorization and Systems Access

5.04 - Data Governance

5.05 - Generative Artificial Intelligence (AI) Usage

5.06 - Disaster Recovery

Our Compliance Organization: 2025 Compliance Performance

In 2025, no significant compliance incidents having led to monetary or non-monetary sanctions were reported.

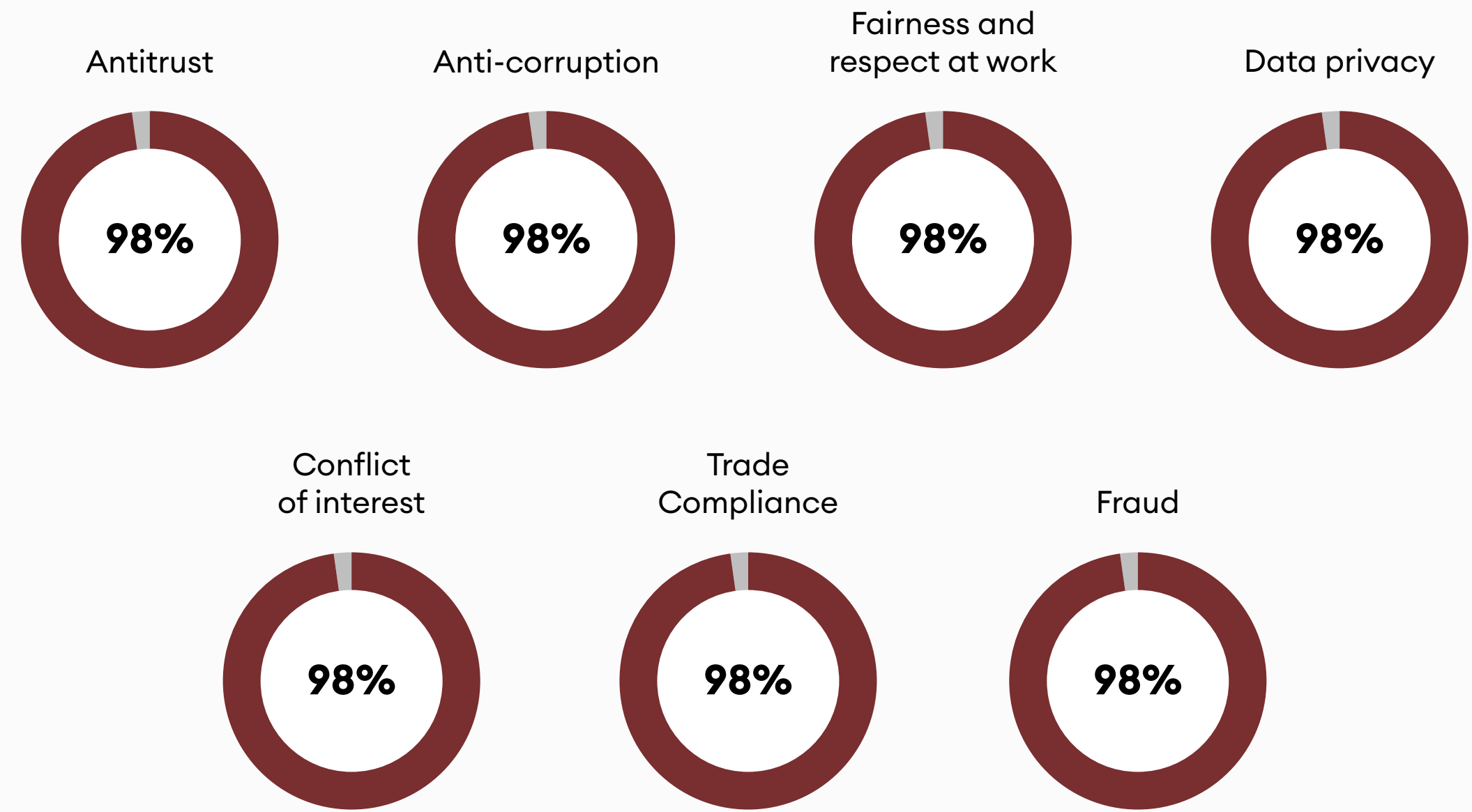
KPI	2024	2025	2026 TARGET
% of confirmed reported governance incidents	0	0	0

NOTES:

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, incidents, and data leakage complaints or events.

COMPLIANCE TRAINING REPORT

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



All of the above courses are delivered as part of the structured Envu Compliance Training learning path. Statistics of compliance training above are calculated based on the total number of Envu employees as of December 31, 2025. Data are acquired through an internal learning platform.

A worldwide compliance organization, headed by Envu’s General Counsel as Chief Compliance Officer, oversees our compliance approach. Each region has a Deputy General Counsel responsible for local implementation and effectiveness of our compliance program. Furthermore, the data privacy business partner and Deputy General Counsel IP & Licensing responsible for intellectual property (IP) support compliance in their respective areas. These compliance experts provide guidance, assess and address risks, deliver compliance training, and investigate alleged compliance violations, supported by external counsel where needed.

Envu applies various processes and corporate controls and group risks in nine main compliance categories. In 2025, Envu did not record any significant instances of non-compliance with laws and regulations.

DATA PRIVACY

Envu 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.

ANTITRUST

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

ANTI-CORRUPTION

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

CONFLICTS OF INTEREST

Envu employees are expected to be 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, our regional Deputy General Counsel, or our Governance, Risk & Compliance Manager, who decide how to address the conflict. All investigation and separation of duties, policies and procedure processes are documented. Confirmed conflict of interest of a meaningful nature, like cross-board membership and cross-shareholding with suppliers or stakeholders, are reported following the associated policy.

INTELLECTUAL PROPERTY RIGHTS

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

FAIRNESS AND RESPECT AT WORK

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

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 key business processes are followed and transactions are fully and correctly captured.

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 all while protecting 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.

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.



Hotline management and internal investigations

Envu provides information, resources and advice to prevent violations of the law or company policies. Envu has a global compliance hotline administered by an independent external service provider. The hotline enables employees, customers and other stakeholders to report compliance concerns confidentially (and anonymously where permitted by local law). It is available 24/7 via telephone, email and web. 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.

Asking questions and raising concerns

Employees may raise concerns through multiple channels, including line management, the Legal and Compliance Department, Human Resources, and Internal Audit. External parties may also use the compliance hotline to report concerns confidentially.

Envu does not tolerate retaliation against any employee who raises a concern in good faith. When a compliance concern is reported, an independent investigation is carried out, led by the HR function or the Legal & Compliance function, with measures in place to protect the reporter and prevent conflict of interest. These processes are documented in an internal

procedure (Management of Compliance incidents). Alleged and confirmed compliance incidents are documented and reviewed quarterly by the Audit Committee and/or in monthly Board meetings if/when they occur.

Relationship with governments and approach to tax

Envu does not provide any direct or indirect political contributions to any parties or political candidates. We maintain an anti-corruption prevention program supported by corporate risk assessment procedures. Where business partners or clients are public authorities (e.g., municipalities), we apply a specific third-party due diligence process, including a four-eyes principle, to strengthen oversight and reduce corruption risk. We aim to cooperate with public authorities while protecting the interests and rights of Envu. Whenever we provide information to authorities or make public announcements, we do so completely, correctly and timely.

Envu is committed to complying with applicable tax laws and regulations in the jurisdictions where it operates. This is supported by a global tax management policy defining our tax approach, governance, and responsibilities, and guiding interactions with internal and external stakeholders. The policy is communicated to employees, with targeted guidance on tax-relevant transactions.

Our principles include zero tolerance for non-compliance, alignment of tax payments with value creation, and transparent, cooperative engagement with tax authorities. Legal accountability for tax filings rests with CFO or Managing Directors, while the global tax function oversees tax matters and supervises external tax service providers.

We maintain open dialogue with tax authorities and may seek advance rulings or agreements where appropriate. Controls, processes, and documentation support compliance and tax risk management within our internal control framework. Tax professionals receive ongoing training, and external advisors are engaged when needed. Envu also benefits from research tax credits in France and Germany.



Sustainability and Corporate governance at Envu

At Envu, we conduct our business with good judgment and act with integrity to build trust with our stakeholders. Our governance framework helps us make decisions responsibly and manage risks in a consistent way.

“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.”

Marci Tuten,
General Counsel

Organization Principles Policy

Our corporate governance is guided by the Organization Principles Policy. This policy describes the principles under which Envu operates and outlines how recommendations, approvals and/ or endorsements will be taken within Envu, including matters escalated to the Leadership Team or the Board of Directors.

Legal entity structure and shareholder oversight

Envu is comprised of multiple legal entities. Each entity has one or more directors responsible for executing the company’s strategy while shareholders provide oversight. Shareholder(s) nominate Board members and validate annual results, as appropriate. As our shareholder appoints Board members, we align with Cinven’s shareholder policies, including on Board remuneration and selected people-related policies, where applicable.

Board of Directors and Leadership Team

Group-level strategic decisions are recommended by the Leadership Team and approved by the Board of Directors at the top holding level. The Board of Directors consists of 6 members: 1 executive director and 5 non-executive directors, of whom 3 are independent.

BOARD OF DIRECTORS:

CHEN LIECHTENSTEIN External Advisor Nationality: Israel US TopCo Role: Chairman	JEFF COX External Advisor Nationality: UK US TopCo Role: Director
PONTUS PETTERSSON Cinven Nationality: Sweden US TopCo Role: Director	SHARON BIRKETT External Advisor Nationality: Australia US TopCo Role: Director
GILLES GALLIOU CEO Envu Nationality: USA & France US TopCo Role: Director	MARCO STRIZZI Cinven Nationality: Italy US TopCo Role: Director



Leadership Team

The Envu Leadership Team is responsible for setting and executing the company’s strategy, aligning the organization with defined objectives, and overseeing overall business performance. It determines portfolio direction, allocates resources, and maintains accountability for executive and financial management. The Leadership Team also oversees the management of Envu’s economic, environmental, and social impacts by reviewing and deciding on matters that go beyond routine operations due to their strategic importance, scale, or associated risks, in line with established internal policies.

To ensure effective governance and operational agility, responsibilities within the Leadership Team are allocated by region and function. Each member is accountable for leading their area, serving as the primary decision-maker and point of contact, and overseeing the development and approval of policies that guide organizational structure and performance.

All Leadership Team members operate within the framework of Envu’s Delegation of Authority Matrix and the Shareholder’s TopCos Global Delegation of Authority Policy, ensuring consistent and controlled decision-making. The Chief Executive Officer appoints Leadership Team members, reinforcing accountability and governance oversight at the highest level.

CHIEF EXECUTIVE OFFICER

GILLES GALLIOU
CEO
USA and France



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 dimension and achievement of corporate objectives, shaping corporate structure and governance, and guiding long-term development.

AS OF DECEMBER 31, 2025, THE LEADERSHIP TEAM IS COMPOSED OF:



MARINE SANOULLER
Chief Sustainability Officer
France



MARK SCHNEID
Chief Commercial Operations Officer
North America
USA



BERNARD JACQMIN
Chief Innovation and Regulatory Officer
Belgium



NADIM MOHR
Chief Commercial Operations
Officer - APAC
Singapore



TROY RANDOLPH
Chief Financial Officer
USA



RONAN STEPHENS
Chief Supply Chain Officer
Ireland



TIFFANY FREMDER
Chief Marketing Officer
USA



DELL JOSHI
Chief Information Officer
USA



LAURA JACOB-KAUFMANN
Chief People, Culture and
Communication Officer
Germany



ALEX BERNHARDT
Chief Transformation Officer
USA



ERIC RUGGIRELLO
Chief Commercial Operations
Officer - EMEA & LATAM
France

Envu Core Governance Committees

Board Committees

AUDIT COMMITTEE

Reporting to: Board of Directors
Chairman: Sharon Birkett, External Advisor
Members:



Troy Randolph,
CFO

- Marco Strizzi, Cinven

The Audit Committee oversees corporate controls and compliance, the external audit, and the group financial statements. It reviews the company’s financial statements prior to Board approval and reports directly to the Board of Directors. It may seek advice from experts to support compliance with statutory requirements and accounting standards.

The Committee engages with external auditors on their scope of work and discusses findings and responses. 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

Reporting to: Board of Directors
Chairman: Jeff Cox, External Advisor
Members:



Gilles Galliou,
CEO



Marine Sanouiller,
CSO

- Allegra Day, Cinven
- Marco Strizzi, Cinven

The ESG Committee supports the Board in setting the Envu’s sustainability strategy and recommending related policies, practices and disclosures. It also supports oversight of internal and external communications with employees, investors and other stakeholders on sustainability matters. Additionally, the ESG Committee monitors emerging sustainability topics that may materially affect the business, operations, performance or public image of Envu, and puts systems in place to monitor sustainability matters, as appropriate.

PEOPLE COMMITTEE

Reporting to: Board of Directors



Gilles Galliou,
CEO



Laura Jacob,
Chief People, Culture
and Communication

- Pontus Pettersson, Cinven
- Marco Strizzi, Cinven

The People Committee oversees corporate incentive plans and executive compensation, performance and succession matters. It reviews and approves corporate goals and objectives relevant to senior executive compensation and makes recommendations to the Board based on performance against these objectives.

It also determines certain compensation changes and incentive plan adjustments within defined thresholds, and reviews leadership needs to support the company’s ability to compete effectively in relevant markets.

Leadership Committees

RISK COMMITTEE

Reporting to: Leadership Team

Chairman:



Troy Randolph,
CFO



Gilles Galliou,
CEO

Members:

- Leadership Team members
- General Counsel

Steering Role:

- Senior Governance, Risk & Compliance Manager

The Risk Committee oversees risk management, including review of enterprise risk reports, prioritization of the risk universe, and approval of mitigation strategies and risk appetite thresholds. The Risk Committee is co-chaired by the Chief Executive Officer and the Chief Financial Officer and is steered by Senior Governance, Risk & Compliance Manager. It meets periodically, at least quarterly and reports and communicates key findings and recommendations to the Leadership Team.

To ensure an efficient risk management and remediation process, the Risk Committee leverages policies, procedures, training, performance monitoring, compliance incident reporting and communication to all employees about risks as well as their consequences and mitigation processes. Investigations and internal and external audits also support risk mitigation. Alleged or confirmed compliance incidents are reviewed quarterly by the Risk Committee to ensure transparency and mitigation planning, and the Risk Committee helps ensure compliance with relevant regulatory and legal requirements.

Regional and country organizations

Envu operates in more than 100 countries, clustered into 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 Chief Commercial Operations Officer of the region, who appoints the other participants in consultation with the functional Leadership Team members. The regional Chief Commercial Operations Officer operate within the delegation of authority matrix defined in the Organization Principles Policy. Regional teams support strategy development, define the regional goals and activities, and consolidate country input on opportunities and risks, in alignment with the guidance provided by the Leadership Team. Countries execute local business in line with corporate priorities and guidelines.



Our Sustainability Governance

At Envu, sustainability oversight is integrated into our overall governance framework. Through our ESG committee, the Board of Directors holds ultimate accountability for overseeing sustainability-related impacts, risks, and opportunities, and reviews progress on our sustainability strategy and related disclosures.

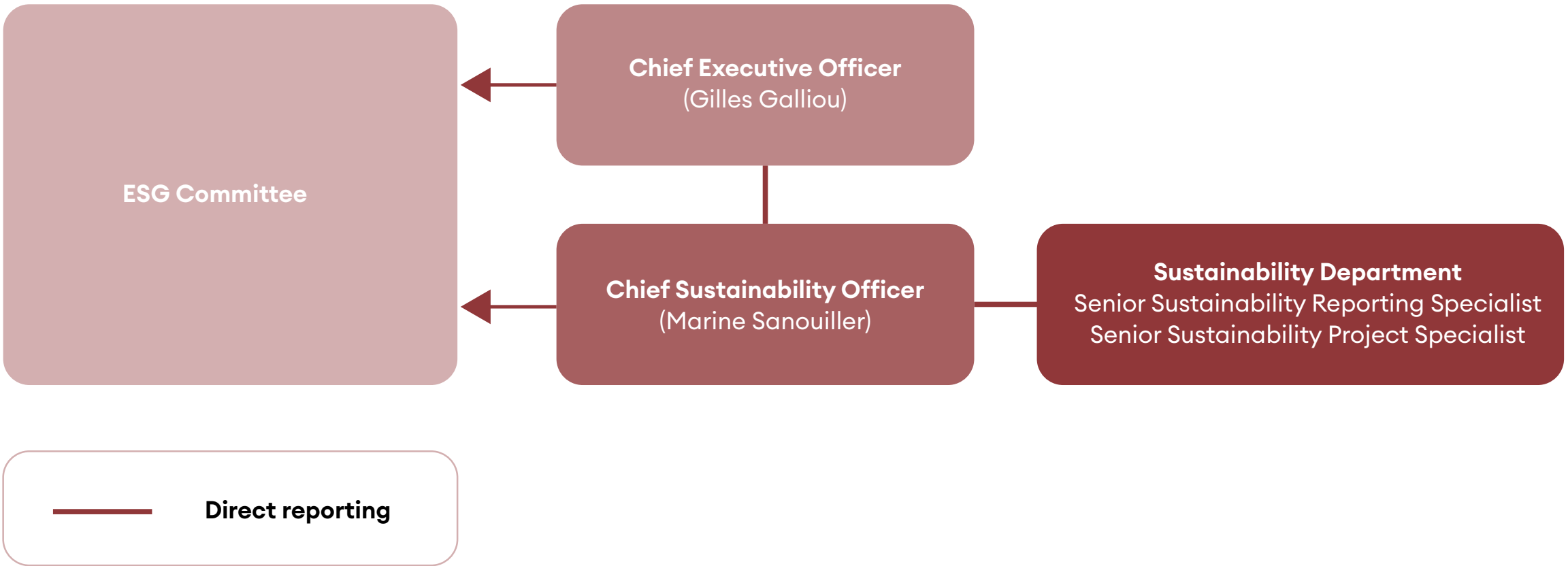
Executive responsibility is led by the Chief Executive Officer and the Chief Sustainability Officer (CSO), supported by the executive Leadership Team, to embed sustainability into business strategy and operational decision-making.

The global Sustainability department, reporting directly to the CSO, coordinates implementation and execution of strategic sustainability projects across the organization. The Sustainability department is also responsible for identifying and assessing sustainability and climate-related impacts, risks and opportunities (IROs), and for developing sustainability priorities and action plans for review by the CSO, and validation by the ESG Committee. The Sustainability department works closely with key business partners to support cross-functional alignment within their respective areas.

Envu maintains internal processes to monitor performance, publishes annual sustainability performance reporting and manages sustainability risks within its control framework, overseen by relevant Board and Leadership Committees. Employees and management receive ongoing training to strengthen awareness of sustainability topics and regulatory expectations.



Stakeholder engagement and materiality assessments inform our governance approach, ensuring that sustainability priorities reflect both business objectives and stakeholder expectations. Through the Double Materiality Assessments (DMA), we identified the most material topics that form the foundation of our Sustainability Framework and five strategic pillars. The results of the assessments also inform our Sustainability Global Policy, which is reviewed annually and approved by the Chief Executive Officer, the Chief Sustainability Officer and the ESG Committee.



Creating shared value through industry participation, stakeholder engagement and community outreach

We engage with industry peers and stakeholders to support responsible practices, anticipate regulatory and scientific developments, and provide practical solutions to the market.

We take a structured approach to stakeholder engagement to stay informed about industry expectations and to strengthen our understanding of sustainability-related risks, impacts and opportunities. We actively participate in industry platforms and engage stakeholders through dialogues, collaborative research, and joint initiatives that support environmental and societal outcomes. This approach helps us respond to our stakeholders’ needs, supporting informed decision-making and long-term value creation.

Envu is an active member of over 100 trade associations in 36 countries. These include associations linked to our sectors and coalitions that support transition across the value chain. Though this participation, we contribute to industry dialogue and collaborative initiatives that address environmental and societal topics relevant to our business.

- 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.

SOME OF OUR CORE INDUSTRY ENGAGEMENT



Our Integrated Compliance Management policy guides our external engagements to help ensure that business interactions are conducted ethically and in line with applicable rules. We are also a member of the **European Union Transparency Register**, which increases visibility of our engagement with public authorities and supports transparency in public affairs activities.

A force for good: Our commitment to our communities

At Envu, our community service day brings colleagues together to support local initiatives in the communities where we operate. In June 2025, employees in 23 countries participated in activities

aligned with local needs, ranging from environmental clean-up to support to vulnerable groups.

These initiatives are designed locally and carried out in partnership with community organizations, with a focus on practical support and measurable participation.

- 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.



Envu Worldwide Community Service Day

Brazil

In São Paulo, our volunteers spent a day at the Red Cross, assembling hygiene kits and sorting donated clothes for people living on the streets. Meanwhile, in Paulínia, the Solution & Development team visited Casa do Menor, an institution caring for children and teenagers in vulnerable situations.

China

Envu Shanghai stepped up to tackle a pest challenge for local mall merchants by donating 1,000 cockroach gel baits – showing how business and community go hand in hand.

Côte d’Ivoire

Conducted an awareness session on malaria prevention and offered food support for children with special needs.

France

Envu’s Community Day in France brought colleagues together to support local organizations through hands-on activities including food distribution, shelter maintenance, gardening, community cooking, elderly engagement, and environmental clean-up.

Japan

Our Japan team took action at Kanakubo Sports Park, collecting litter and keeping this local community space beautiful and safe for everyone.

Kenya

Our Kenya team planted native trees and plant species – protecting local biodiversity and building climate resilience one sapling at a time.

Netherlands

In the Netherlands, our volunteers helped asylum seekers integrate into the local community – showing that healthy environments include supportive human connections too.

South Africa

Our South Africa team has worked at Uncle Ben’s Den elderly home – tackling a bed bug infestation, donating essentials, sharing meals and stories, and reviving a vegetable garden at a nearby children’s home.

Thailand

In Thailand, our reforestation project in Phetchaburi province helps combat deforestation, protects watersheds, and empowers local agricultural communities to steward their land for future generations.

CASE STUDY

INSIGHT TO IMPACT & SHARED GROUND: COLLABORATING WITH OUR PARTNERS THROUGHOUT THE VALUE CHAIN

In 2025, Envu launched two complementary video series - **Insight to Impact** and **Shared Ground** - to show how collaboration across the value chain translates real-world challenges into practical, science-based solutions.

- **Insight to Impact** highlights partnerships with customers, showing how tailored solutions improve operational performance and environmental outcomes.
- **Shared Ground** focuses on innovation partnerships to support the development of next-generation, sustainable technologies.

Together, these initiatives reflect Envu’s commitment to customer-centric innovation, environmental stewardship, and public health protection.

Insight into Impact: Customer-driven Impact

Across five case examples, Envu shows how collaboration with frontline professionals delivers measurable results:

- **Resource efficiency**
At Pinehurst Resort (USA), our turf management solutions improved resilience under drought conditions while reducing water use and maintaining high-quality playing surfaces.
- **Public health and professional capacity building:**
In Malaysia, technical training and integrated pest management solutions supported the growth of a local company serving the food and beverage sector, strengthening hygiene standards and operational scalability.
- **Responsible product use:**
At Turner & Sons Nursery (USA), improved weed control and chemical rotation enhanced crop and input management. Hoffmann-Heimos Greenhouses (USA) reduced multiple herbicide applications to a single season-long treatment, lowering costs and chemical use.
- **Preventive pest management:**
In India, collaboration enabled a shift from reactive to preventive pest control, improving consistency, reducing unnecessary treatments, and supporting customer value.

These examples show outcomes including reduced resource use, improved operational efficiency, enhanced plant and turf health, and strengthened public health outcomes.

Shared Ground: Innovation for future solutions

Shared Ground connects Envu with external partners, including universities and research institutions, to co-develop emerging solutions. One example is the collaboration with Indiana University to explore species-specific RNA interference (RNAi) targeting mosquito larvae. This partnership combines academic research with Envu’s capabilities in formulation, regulatory processes and potential scale-up, supporting the development of more targeted vector control approaches.

- This work contributes to: **More targeted vector control approaches.**
- **Reduced reliance on broad-spectrum insecticides** where alternative methods are validated.
- **Strengthened efforts to manage mosquito populations** linked to disease transmission.
- **Development and assessment of next-generation, nature-informed pest management solutions.**

These series highlight Envu’s commitment to aligning its activities with strategic sustainability priorities, while demonstrating how collaboration and innovation can drive practical progress toward more sustainable practices for customers, communities, and the environments in which we operate.



CASE STUDY

PRODUCT DONATIONS IN THAILAND: STEPPING UP WHEN IT MATTERS

Following Cyclone Senyar in December 2025 in southern Thailand - which caused severe flooding, displacing over two million people and disrupting infrastructure, healthcare services, and sanitation systems - Envu, leveraging its expertise in vector control, provided essential pest control products through its Thailand division to assist the Ministry of Health’s Division of Vector Borne Diseases in addressing growing public health risks.

The challenge

Flooding creates ideal conditions for the spread of vector-borne diseases. Stagnant water rapidly increases mosquito populations, heightening the risk of diseases such as dengue fever and malaria. At the same time, disrupted sanitation systems and damaged infrastructure contribute to the proliferation of other pests, including flies and cockroaches, further increasing health risks for displaced populations.

The situation was particularly critical in Songkhla province, including Hat Yai city, where floodwater reached up to 2.5 meters. Hospitals faced outages and shortages, further intensifying the need for immediate public health interventions.

The response

To support emergency response efforts, Envu Thailand donated targeted pest control solutions designed to mitigate the heightened health risks following the floods.

The contributions included:

- Temprid SC – 96 units.
- Deltacide – 54 units.
- Baycidal – 60 units.

These solutions were selected to address both mosquito control and broader pest management challenges in flood-affected areas.

Our commitment and impact

With these targeted and effective solutions, Envu supported authorities in protecting vulnerable communities from public health risks during the critical recovery phase. By collaborating with local agencies that understand on-the-ground needs, Envu ensures its contributions are both relevant and impactful.



8

Appendices

About this report

Scope and boundaries

This consolidated report includes all Envu legal entities and branches as listed in page 84, 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, 2025, to December 31, 2025, in alignment with our fiscal year. We report and update our sustainability performance annually in Q2 of the following year. In 2025, Envu completed its acquisition and integration of Global Specialty Solutions activities from FMC, In2Care Holding BV, and other portfolio acquisitions. This integration is included in all calculations and disclosure statements in this report in alignment with our 2025 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. Sustainability material topics addressed in this report have been determined based on the latest double materiality assessment (DMA) prepared in reference to the ESRS and CSRD reporting standards.

This report has also been prepared in consideration of the requirements of California Senate Bill 261 (SB 261) in line with the recommendations of Task Force on Climate -related Financial Disclosures (TCFD), as proposed by the California Air Resources Board (CARB). Where this report does not fully meet all TCFD recommendations or SB 261 minimum requirements, we have endeavored to provide disclosures to the best of our ability and to identify areas for future enhancement.

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 since 2024 and carries out annual Communication of Progress.

Restatements of information

Double Materiality: As part of our restatements policy, our recent reassessment of DMA was carried out in 2024 to align with the latest updates in CSRD-ESRS reporting standards. The list of our material IROs and material topics are illustrated on page 97-99. The next reassessment of our DMA is expected to be implemented in 2026.

GHG emissions: The year 2023 is defined as a baseline year as it is the first year of Envu operations. During 2025, recalculations of the baseline GHG inventory were made due to the integration of recent acquisitions, changes in organizational structure and improved data accuracy. The recalculations are explained together with the decarbonization results and progress in [Chapter 5 - Enhance supply chain resiliency](#).

Should you have questions about this report, please contact:

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

External and internal assurance

Envu’s financial statements are subject to annual external assurance by independent auditors. The consolidated financial statements are not publicly disclosed.

This sustainability report has not been subjected to external independent assurance. However, internal assurance is provided through Envu’s governance structure, including oversight by the Audit Committee, the ESG Committee, and Envu shareholders - Cinven³⁴.

All material decisions and significant transactions are evaluated in line with Envu’s delegation of authorities framework. Key reporting topics, risks, and controls are reviewed regularly by the Audit Committee and, where relevant, by the Board of Directors to support the reliability of disclosed information.

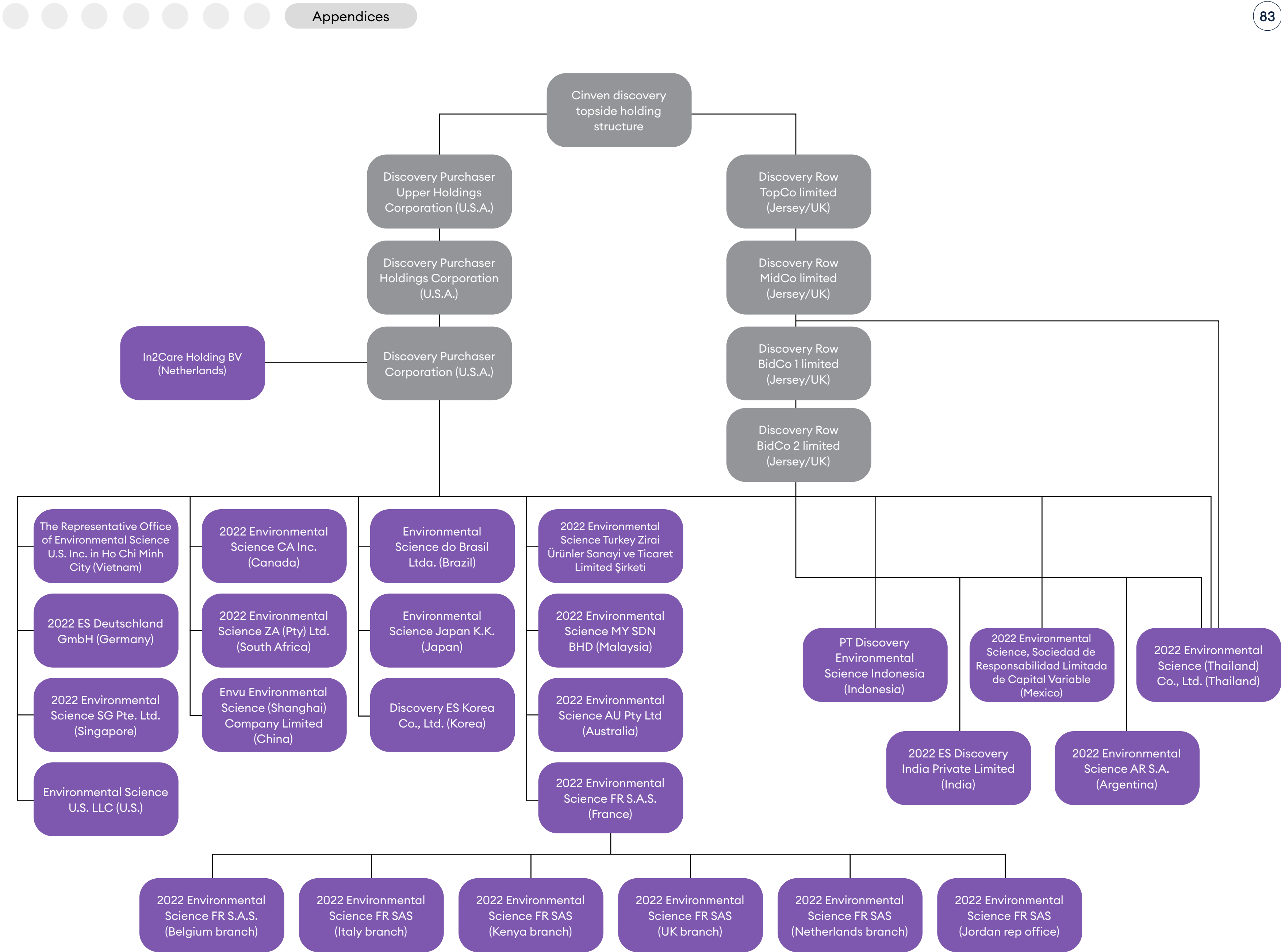
34 “Cinven” means, depending on the context, any of or collectively, Cinven Partnership LLP, Cinven Holdings Guernsey Limited and their respective “associates” (as defined in the UK Companies Act 2006) and/or funds managed or advised by any of the foregoing, excluding, for the avoidance of doubt, any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

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.).



List of legal entities

	COUNTRY	LEGAL ENTITY AND LEGAL FORM	CITY / REGISTERED SEAT	TAX ID FOR SALES INVOICES	TAX REGISTRATION (TAX ID)	REGISTRATION NUMBER
NAM	USA	Headquarters Environmental Science U.S. LLC	5000 Centergreen 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 n̄ 754312601 RT0001 QST - 1229437654 TQ 0001	Tax ID: 754312601 Corporate Income Tax - 754312601 RC0001 GST/HST - 54312601 RT0001 Import/export - 754312601 RM0001 QST - 1229437654 TQ 0001	1367962 - 4 Corporation number
LATAM	Brazil	Headquarters Environmental Science do Brasil Ltda.	Sao Paulo, at Avenida das Nações Unidas, nº 14.401, Conjunto 194, Torre A2, CD Parque da Cidade, Zip Code 04794-000	CNPJ: 45.698.161/0001-39	CNPJ: 45.698.161/0001-39	35238777552 (NIRE)
	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.	Av. Corrientes 800, 39th Floor, Office 109, Zip Code C1008, City Of Buenos Aires, Argentina	30-71761436-0	30-71761436-0	number 9948, Book 108 for Corporations
EMEA	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	Raiffeisenstraße 16, 40764 Langenfeld (Rheinland), Germany	DE352778773	TAX ID: 135/5722/1454 VAT: DE352778773	HRB 97008
	Turkey	2022 Environmental Science Turkey Zırai Ürünler Sanayi ve Ticaret Limited Şirketi	Istanbul KÜÇÜKBAKKALKÖY MAH. KAYIŞDAĞI CD. NO: 1 İÇ KAPI NO: 29 ATAŞEHİR / İSTANBUL Room No: 14	12268886	12268886	369036 - 5
	South Africa	2022 Environmental Science ZA (Pty) Ltd.	27 Wrench Road, Isando, Johannesburg, Gauteng, 1601, ZA P.O. Box 143, Isando, 1600	4330305279	TAX ID: 9035220293	2022 / 228577 / 07
	Italy	Branch Name: 2022 Environmental Science FR SAS	Via G. Washington 70 CAP, 20146 Milano (MI)	IT12410110964	12410110964	registrated in Lyon, France 909336851
	UK	Branch Name: 2022 Environmental Science FR SAS	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	1st Floor Daykio Plaza, Room 1.1, Ngong Lane off Ngong Road (Behind Faulu Kenya) PO Box 993 G.P.O Nairobi, Kenya	P052107113J	P052107113J	FC - JXTMJ3
	Jordan	Rep Office Name: 2022 Environmental Science FR SAS	Campbell Gray Living, Al Istethmar St., Building #22, 1st floor. Al Abdali, P.O. Box: 3428, Amman 11181, 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	In2Care Holding BV (NL)	Nudepark 95, 6702 DZ, Wageningen, Netherlands	NL852381190B01	NL852381190B01	56964552
	Netherlands	Branch Name: 2022 Environmental Science FR SAS NL Branch	Address: Joop Geesinkweg 901, 1114AB Amsterdam, The Netherlands	NL 864015550B01	RSIN: 864 015 550 VAT: NL864015550B01	CCI number 86588885 registrated in Lyon, France under 909336851
APAC	Singapore	2022 Environmental Science SG Pte. Ltd.	10 Collyer Quay, 10-01 Ocean Financial Center, 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	Suite No 001, 10th Floor, Centaurus, Hiranandani Estate, Off Ghodbunder Road, Thane (W), Sandozbaugh, Thane, Maharashtra, India, 400607 (GST ID - 27AABCZ9338EIZI)	GST (Maharashtra/Mumbai): 27AABCZ9338EIZI GST (Karnataka/Bangalore): 29AABCZ9338EIZX GST (Uttar Pradesh): 09AABCZ9338EIZZ	PAN (TAXID): 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	上海市静安区山西北路99号21层03A2室 Unit 03A2, 21/F Suhe Center, North Shanxi Road 99, Jing'an District, Shanghai	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	656 513 923 Australian Company Number
	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, Kuningan 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. 2 Silom Edge, 14th Floor, Unit no. S14019, Silom Road, Suriyawong Sub-district, 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	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 Set-up	Tax Reference Number: C 29736712-09 - No document available for validation SST ID: B16-2203-22100021	202201006879 (1452576-X)
	Vietnam	VĂN PHÒNG ĐẠI DIỆN CỦA ENVIRONMENTAL SCIENCE U.S. INC. TẠI THÀNH PHỐ HỒ CHÍ MINH 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 Set-up	tax identification number 0317372624	79 - 05861 - 01

Alignment with global standards

GRI Index

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE NAME	REFERENCE PAGE	REASONS FOR OMISSIONS	EXPLANATION
GRI 2: General Disclosures 2021	2-1	Organization Details	Page 83		
	2-2	Entities included in the organization's sustainability reporting	Page 85		
	2-3	Reporting period, frequency and contact point	Page 83		
	2-4	Restatements of information	Page 83		
	2-5	External assurance	Page 83		
	2-6	Activities, value chain and other business relationships			Envu's main activities, value chain and business relationships remain unchanged and are illustrated in previous sustainability reports.
	2-7	Employees	Page 102-103		
	2-8	Workers who are not employees	Page 102		
	2-9	Governance structure and composition	Page 72		
	2-10	Nomination and selection of the highest governance body	Page 72		
	2-11	Chair of the highest governance body	Page 72		
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 76		
	2-13	Delegation of responsibility for managing impacts	Page 76		
	2-14	Role of the highest governance body in sustainability reporting	Page 72		
	2-15	Conflicts of interest	Page 75		
	2-16	Communication of critical concerns	Page 72		
	2-17	Collective knowledge of the highest governance body	Page 76		
	2-18	Evaluation of the performance of the highest governance body	Page 59		
	2-19	Remuneration policies	Page 59		
	2-20	Process to determine remuneration	Page 59		
	2-21	Annual total compensation ratio		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 4 ; 9		
	2-23	Policy commitments	Page 62 ; 68-71 ; 90		
	2-24	Embedding policy commitments	Page 68		
	2-25	Processes to remediate negative impacts	Page 94 ; 71		
	2-26	Mechanisms for seeking advice and raising concerns	Page 71		
	2-27	Compliance with laws and regulations	Page 69		
	2-28	Membership associations	Page 77-78		
	2-29	Approach to stakeholder engagement	Page 94 ; 77-78		
	2-30	Collective bargaining agreements	Page 62 ; 103		
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 94-99		
	3-2	List of material topics	Page 94-99		
	3-3	Management of material topics	Page 94-99		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed			Envu's economic value distribution of revenues: 52% operating costs. 16% employee wages and benefits. 2% payments to the government by countries. 0% community investment.
	201-2	Financial implications and other risks and opportunities due to climate change	Page 51 ; 92-99		
	201-3	Defined benefit plan obligations and other retirement plans	Page 59		
	201-4	Financial assistance received from government		Information unavailable/incomplete	
				Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available. Envu does receive <u>tax credits</u> in some countries.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE NAME	REFERENCE PAGE	REASONS FOR OMISSIONS	EXPLANATION
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Not applicable	Envu does not employ minimum-wage-regulated employees. Envu applies standardized compensation practices that ensure entry-level wages meet or exceed applicable minimum wage requirements.
	202-2	Proportion of senior management hired from the local community		Information unavailable/incomplete	Envu does not measure local community hiring.
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		Not applicable	Envu did not make any significant infrastructure investments during the 2025 reporting year.
	203-2	Significant indirect economic impacts		Information unavailable/incomplete	Envu has not yet measure any indirect economic impact.
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available. Envu has not yet track this data by this category.
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 39-40 ; 69-70		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.
	205-2	Communication and training about anti-corruption policies and procedures	Page 68-70		
	205-3	Confirmed incidents of corruption and actions taken	Page 69		
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 69-70		
GRI 207: Tax 2019	207-1	Approach to tax	Page 71		
	207-2	Tax governance, control, and risk management	Page 71		
	207-3	Stakeholder engagement and management of concerns related to tax	Page 71		
	207-4	Country-by-country reporting		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		Not applicable	Envu manufacturing operation lies within the value chain and are managed by third-parties of which we have limited operational control.
	301-2	Recycled input materials used		Not applicable	Envu manufacturing operation lies within the value chain and are managed by third-parties of which we have limited operational control.
	301-3	Reclaimed products and their packaging materials		Not applicable	Envu manufacturing operation lies within the value chain and are managed by third-parties of which we have limited operational control.
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 100-101		
	302-2	Energy consumption outside of the organization		Not applicable	Envu does not have material energy consumption outside its operations.
	302-3	Energy intensity	Page 100-101		
	302-4	Reduction of energy consumption	Page 100-101		
	302-5	Reductions in energy requirements of products and services		Not applicable	Envu does not develop or manufacture products or services in a manner that directly influences their energy consumption during use.
GRI 303: Water Effluents 2018	303-1	Interactions with water as a shared resource	Page 52		Water consumption is not significant at Envu, given the predominantly office-based and R&D nature of its operations and the outsourcing of manufacturing activities. Water use is managed at the local level, with ongoing efforts to enhance data collection and strengthen risk assessment processes.
	303-2	Management of water discharge related impacts	Page 52		
	303-3	Water withdrawal		Information unavailable/incomplete	Envu has limited visibility on the total water withdrawal, consumption, and discharge. Although not significant with our asset-light operations, global policies and local procedures for wastewater discharge are in place across our R&D sites.
	303-4	Water Discharge		Information unavailable/incomplete	
	303-5	Water Consumption		Information unavailable/incomplete	
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 28		
	304-2	Significant impacts of activities, products and services on biodiversity	Page 28 ; 97-99		
	304-3	Habitats protected or restored	Page 28		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 28		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 43-50 ; 97-99		
	305-2	Energy indirect (Scope 2) GHG emissions	Page 43-50 ; 97-99		
	305-3	Other indirect (Scope 3) GHG emissions	Page 43-50 ; 97-99		
	305-4	GHG emissions intensity	Page 43-50 ; 97-99		
	305-5	Reduction of GHG emissions	Page 43-50 ; 97-99		
	305-6	Emissions of ozone-depleting substances (ODS)		Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not applicable	Envu does not operate any manufacturing sites; our innovation activities and business activities are not significant emitters of NOx, SOx and other significant air emissions.
GRI 306: Effluents and Waste 2016	306-3	Significant spills		Not applicable	Envu's 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.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Page 52 ; 97		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 non-hazardous waste generated from our R&D centers.

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE NAME	REFERENCE PAGE	REASONS FOR OMISSIONS	EXPLANATION
	306-2	Management of significant waste-related impacts	Page 52 ; 97		
	306-3	Waste generated	Page 101		
	306-4	Waste diverted from disposal		Information unavailable/incomplete	Envu is currently in the process of collecting data on waste diverted from and directed to disposal and will disclose this information once it becomes available. While several sites have implemented initiatives to divert waste from disposal, these efforts are not yet applied systematically across all operations.
	306-5	Waste directed to disposal		Information unavailable/incomplete	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Page 39-40		
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 39-40		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 59 ; 102		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 59		
	401-3	Parental leave	Page 59 ; 103		
GRI 402: Labor/Management Relations 2016	402 -1	Minimum notice periods regarding operational changes	Page 62		
GRI 403: Occupational Health and Safety 2018	403 -1	Occupational health and safety management system	Page 63-65		
	403-2	Hazard identification, risk assessment, and incident investigation	Page 63-65		
	403-3	Occupational health services	Page 63-65		
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 63-65		
	403-5	Worker training on occupational health and safety	Page 63-65		
	403-6	Promotion of worker health	Page 63-65		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 63-65		
	403-8	Workers covered by an occupational health and safety management system	Page 63-65		
	403-9	Work-related injuries	Page 63-65		
	403-10	Work-related ill health	Page 63-65		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 55 ; 102		
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 55-59		
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 55-59 ; 102		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page 72 ; 102		
	405-2	Ratio of basic salary and remuneration of women to men		Information unavailable/incomplete	Envu is in the process of collecting this data and will disclose them once available.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page 60		
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 39-40 ; 62		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 39-40 ; 62		
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 39-40 ; 62		
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		Not applicable	Envu does not employ or oversee security personnel, as the majority of its sites are situated within co-working facilities where security is managed by third-party operators.
GRI 411: Right of Indigenous 2016	411-1	Incidents of violations involving rights of indigenous peoples		Not applicable	Envu does not operate any manufacturing sites, nor has it identified any risks or incidents related to violations of Indigenous rights within its operations or value chain.
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		Not applicable	Envu does not operate any manufacturing sites. Our impact on local communities are visible in our value chain and this is covered through our sustainable procurement and portfolio stewardship.
	413-2	Operations with significant actual and potential negative impacts on local communities		Not applicable	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 39-40 ; 62		
	414-2	Negative social impacts in the supply chain and actions taken	Page 39-40 ; 62		
GRI 415: Public Policy 2016	415-1	Political contributions	Page 71		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Page 16-19		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 16-19		No significant instances of non-compliance with regulations or voluntary codes related to the health and safety impacts of our products were reported in 2025.
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Page 16-19		
	417-2	Incidents of non-compliance concerning product and service information and labeling	Page 16-19		No significant instances of non-compliance concerning product and service information and labeling were reported in 2025.
	417-3	Incidents of non-compliance concerning marketing communications			No significant instances of concerning marketing communications in 2025.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 70		No substantiated complaints received concerning breaches of customer privacy in 2025.

*Note: The latest addition of GRI topical standards (2024; 2025) will be integrated during our next DMA reassessment cycle.

UNSDGs

SDGS		INDICATORS	UNSD INDICATOR CODES	ACTIONS/CONTRIBUTIONS
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 2025 - Protect vital infra-structures and food supplies
	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	2.4.1 Proportion of agricultural area under productive and sustainable agriculture	C020401	Sustainability Report 2025 - Contribute to the restoration of rangelands and native forests
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, water-borne diseases and other communicable diseases	3.3.3 Malaria incidence per 1,000 population	C030303	Sustainability Report 2025 - Support vector-control programs aimed at reducing disease transmission risk
		3.3.5 Number of people requiring interventions against neglected tropical diseases	C030305	Sustainability Report 2025 - Support vector-control programs aimed at reducing disease transmission risk
	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 2025 - Upholding human and labor rights Sustainability Report 2025 - Ensure employee safety at work
	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 2025 - Stewardship and product development
		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 2025 - Support vector-control programs aimed at reducing disease transmission risk
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 non-discrimination on the basis of sex	C050101	Sustainability Report 2025 - Safe and high-performing culture
	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 2025 - Safe and high-performing culture
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 persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of employees, by sex, age, occupation and persons with disabilities	C080501	Sustainability Report 2025 - Upholding human and labor rights
	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 by 2025 end child labor in all its forms	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 non-fatal occupational injuries per 100,000 workers, by sex and migrant status	C080801	Supplier Code of Conduct Fairness & Respect at Work Sustainability Report 2025 - 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 2km of an all-season road	-	Sustainability Report 2025 - Protect vital infra-structures and food supplies
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 2025 - Cultivate a sense of belonging and inclusion in the workplace
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 persons and persons 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 persons with disabilities	C110701	Sustainability Report 2025 - Support the management of urban green spaces

SDGS		INDICATORS	UNSD INDICATOR CODES	ACTIONS/CONTRIBUTIONS
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 2025 - Protect vital infra-structures and food supplies
	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 2025 - Stewardship and product development
	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 2025 - 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 2025 - Decarbonize operations and the value chain to advance toward emissions reduction
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and 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 2025 - Contribute to the restoration of rangelands and native forests
		15.1.2 Proportion of important sites for terrestrial and freshwater biodiversity that are covered by protected areas, by ecosystem type	C150102	Sustainability Report 2025 - Biodiversity management on Envu sites
	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 towards sustainable forest management	C150201	Sustainability Report 2025 - Contribute to the restoration of rangelands and native forests
	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 2025 - Contribute to the restoration of rangelands and native forests
	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 2025 - Biodiversity management on Envu sites Sustainability Report 2025 - Stakeholder engagement & 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 2025 - Driving responsible practices with strong integrity
	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 2025 - Sustainability and Corporate governance at Envu
	16.b Promote and enforce non-discriminatory 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 2025 - Driving responsible practices with strong integrity Sustainability Report 2025 - Cultivate a sense of belonging and inclusion in the workplace

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 Labor Organization’s Declaration 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 & Respect at Work
Principle 2: make sure that they are not complicit in human rights abuses.	Supplier Code of Conduct
	Modern Slavery Mitigation in Supply Chain
	Sustainability Report 2025 - Upholding human and labor rights
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Sustainability Report 2025 - Upholding human and labor rights
Principle 4: the elimination of all forms of forced and compulsory labor;	Sustainability Report 2025 - Safe and high-performing culture
Principle 5: the effective abolition of child labor; and	Modern Slavery Mitigation in Supply Chain
	Sustainability Report 2025 - Sustainable procurement
Principle 6: the elimination of discrimination in respect of employment and occupation.	Fairness & Respect at Work
	Sustainability Report 2025 - Cultivate a sense of belonging and inclusion in the workplace
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Internal Code of Conduct Sustainability Report 2025 - Nature-focused innovation
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 2025 - Sustainable procurement
	Sustainability Report 2025 - Stewardship and product development
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Corruption
	Sustainability Report 2025 - Driving responsible practices with strong integrity

California SB 261 Report

This report has been prepared by Environmental Science US LLC (collectively, “Envu,” “the Company,” “we,” “us,” and “our”) for purposes of compliance with California Health & Safety Code § 38533.

The disclosures in this California SB 261 report address the Final Report of Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) (2017) and are informed by the “Climate Related Financial Risk Disclosures: Draft Checklist” published by the California Air Resources Board on September 2, 2025.

The disclosures summary are presented in table form indicating to which of the TCFD’s 11 Reporting Components each disclosure corresponds to, with most disclosures are already integrated in this Sustainability Report 2025. Envu has addressed most of the TCFD recommendations in this report; however, several elements remain outside of scope for this reporting year. In 2025, Envu has only conducted a preliminary climate scenario analysis which covers only a part of its primary site locations - including own assets and primary operational locations. Envu has not yet set any formal metrics and targets to assess and manage relevant climate-related risks and opportunities adopted to reduce and adapt to climate-related risk. Envu plans to progressively expand the scope of this climate-related risks and opportunities assessment to include all relevant sites, to improve data quality, and to be able to identify proper mitigation and action plans, and subsequently formally setting the metrics and targets.

TCFD TOPIC	SECTION	REPORTING COMPONENT	CARB MINIMUM COMPLIANCE STANDARD	DISCLOSURE	REFERENCES
Governance	A	The board’s oversight of climate risks and opportunities	Any management oversight of climate-related risks and opportunities, and a description pertaining to Board oversight of those climate-related risks and opportunities (if the reporting entity has a Board).	Sustainability governance at Envu is embedded within the company’s overall governance framework. The Board of Directors, through its ESG Committee, maintains ultimate oversight of climate-related risks and opportunities, including reviewing progress on sustainability strategy and disclosures. Management oversight is led by the Chief Executive Officer and Chief Sustainability Officer (CSO), supported by the Executive Leadership Team, who are responsible for integrating climate-related considerations into business strategy and operational decision-making. The global Sustainability function, reporting to the CSO, identifies, assesses, and manages climate-related impacts, risks, and opportunities, and supports implementation of related action plans, subject to review and oversight by the ESG Committee.	Sustainability Report 2025 - Chapter 6: Sustainability and Corporate governance at Envu
	B	Management’s role in assessing and managing climate risks and opportunities			
Strategy	A	The climate risks and opportunities identified over the short, medium, and long term and processes used to determine potential financial impact	Describe the actual and potential impacts of climate-related risks and opportunities on the company’s operations, strategy and financial planning (where material). This includes describing: The climate-related risks and opportunities the organization has identified over the short, medium, and long term and the impact of climate-related risks and opportunities on the organization’s operations, strategy, and financial planning.	Through a preliminary Climate-related Risks and Opportunity (CRRO) assessment, Envu has identified a range of material climate-related risks and opportunities across the short term (2030) and long term (2050) through scenario-based analysis aligned with IPCC and IEA pathways. Key physical risks include exposure to both acute and chronic hazards, such as extreme heat, flooding, drought, and wildfires. Physical climate risks are deemed material where more than 10% of assessed assets are classified as either High or Medium Risk. Transition risks and opportunities arise from evolving climate policies, technological advancements, and market dynamics under both current policy and net-zero scenarios. While certain sites across the value chain may face elevated exposure to specific climate-related hazards, the assessment indicates that the majority of Envu’s operations are subject to relatively low overall impact across all scenarios and time horizons. The CRRO assessment for Envu remains preliminary and requires further development, including integration into risk and materiality frameworks, improved financial quantification, and expanded operational scope. However, these initial results already provide valuable insights to support Envu’s operational resilience, strategic planning, and financial decision-making by supporting the prioritization of adaptation measures, risk mitigation actions, and identification of opportunities associated with the transition to a low-carbon economy.	2025 Sustainability Report - Chapter 5: Physical and transition risks assessment - Scope, methodology and scenario analysis Summary CRRO assessment
		The impact of climate risks and opportunities on businesses, strategy, and financial planning			
	C	The resilience of organizational strategy, taking into consideration different climate-related scenarios, including 2°C or lower	The resilience of the organization’s strategy, if any, taking into consideration the future impacts of climate change under various climate scenarios. The discussion regarding climate scenarios may be qualitative in nature. Where a qualitative scenario-based assessment is feasible and relevant for a particular company, CARB encourages its inclusion.	The CRRO assessment provides further insights on the risks exposure of Envu’s operation which underlines the importance to build resilient mitigation and adaptation strategies. As Envu is operating as an asset-light business, most of our risks lies within our supply network. In line with our decarbonization efforts and targets, Envu has several existing mitigation and/or adaptation strategies to enhance the resiliency of our operations and business continuity mainly through collaboration with our key supply chain partners. This includes establishing and managing our sustainable procurement program with our supply partners, conducting audits and ongoing controls and checks. As an initial step in Envu’s broader climate resilience journey, we intend to refine, enhance, and expand the scope of the CRRO assessment by incorporating quantifiable metrics and targets, alongside a more structured climate transition, mitigation, and adaptation plan.	2025 Sustainability Report - Chapter 5: Climate-related risks and opportunities assessment Summary CRRO assessment
Risk Management	A	Processes for identifying and assessing climate risks	How the reporting entity identifies, assesses, and manages climate-related risks, including a description of the process the reporting entity uses for identifying, managing and assessing climate-related risks	Envu CRRO assessment has been conducted on 154 sites across its operations including offices, tolling and manufacturing sites as well as warehousing and logistics sites. Among these sites, only one is owned asset, 17 leased assets, and the rest are supply partners’ assets. This assessment aims to provide an overview of Envu’s overall exposure to physical and transition risks and opportunities and their associated impacts. Envu utilizes an external proprietary platform to systematically screen climate-related risks and opportunities at scale. Identified risks and opportunities are then evaluated and classified according to their potential impact on Envu’s operations, using three categories: Low, Medium, and High.	2025 Sustainability Report - Chapter 5: Climate-related risks and opportunities assessment Summary CRRO assessment
	B	Processes for managing climate risks			
	C	How systems described in Risk Management A and B are integrated into overall risk management	How the considerations and process outlined in Risk Management A are integrated into the entity’s overall risk management	To ensure proper integration into the company’s risk management, strategy development, and financial planning processes, the next step of our climate-related risks assessments includes assessing and prioritising the identified impacts, risks and opportunities using Envu’s Double Materiality Assessment (DMA) framework, specifically the IRO scoring methodology. These climate-related risks and opportunities will be reviewed alongside our IROs from the DMA.	2025 Sustainability Report - Chapter 5: Climate-related risks and opportunities assessment
Metrics & Targets	A	The metrics used to assess climate risks and opportunities in line with strategy and risk management processes	Metrics used to assess and manage relevant climate-related risks and opportunities adopted to reduce and adapt to climate-related risk, where such information is material.	Envu has not established any formal metrics or targets to monitor and manage the assessed climate-related risks and opportunities, we are planning to set them by end of 2027. Envu plans to continue improving and enhancing the CRRO assessment in the future. In parallel, Envu continues to monitor its sustainability key performance indicators (KPIs) to track progress toward targets, support operational efficiency, and assess appropriate metrics for evaluating the impacts of its material topics, including climate-related areas such as greenhouse gas (GHG) emissions.	2025 Sustainability Report - Chapter 5: Decarbonizing the value chain
	B	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	Not included in CARB minimum compliance standard	Envu has established decarbonization targets aligned with the Science Based Targets initiative (SBTi) and provides transparent annual reporting on progress toward these targets in its sustainability reports.	
	C	The targets used to manage climate risks and opportunities and performance against targets	Targets used to assess and manage relevant climate-related risks and opportunities adopted to reduce and adapt to climate-related risk, where such information is material.	Envu has not established any formal metrics or targets to monitor and manage the assessed climate-related risks and opportunities, we are planning to set them by end of 2027. Envu plans to continue improving and enhancing the CRRO assessment in the future. In parallel, Envu continues to monitor its sustainability key performance indicators (KPIs) to track progress toward targets, support operational efficiency, and assess appropriate metrics for evaluating the impacts of its material topics, including climate-related areas such as greenhouse gas (GHG) emissions.	

Summary CRRO Assessment

Envu operates as an asset-light company, without ownership of manufacturing or logistics facilities, and leases the majority of its office locations. Our operations are therefore supported by a network of trusted partners that are critical to the resilience and continuity of our supply chain. In recognition of this dependency, all key logistics, warehousing, tolling and manufacturing partners are included within our enterprise-wide climate and transition risk assessment.

Where applicable, Envu maintains multiple manufacturing options for its products. Consequently, the physical risk profile of an individual site does not necessarily translate into direct business exposure, as mitigation measures and alternative production capacities are embedded within our Enhanced Resilient Supply Chain Program.

NUMBER OF ASSETS ASSESSED		
Offices owned		1
Offices leased		17
Supply Partners Network: Logistic and Warehouse, Tolling and Manufacturing		136
Total		154
TIME HORIZONS		
Short-term		2030
Long-term		2050
SCENARIOS		
SSP1-2.6	Low-emissions	-1.8 C
SSP5-8.5	High-emissions	-4.4 C

Climate Physical Risks

Physical risk levels per timeframe and scenario

This table provides an overview of the company’s exposure to each individual climate physical risk per timeframe and scenario.

To define the company risk level for a specific risk:

- If more than 10% of the assets are at High risk, the risk is High.
- If less than 10% of the assets are at High risk, but more than 10% are at High OR Medium risk, the risk is Medium.
- In all other cases, the risk is Low.

RISK TYPE	CLIMATE HAZARD INDICATORS	2030		2050	
		SSP1-2.6	SSP5-8.5	SSP1-2.6	SSP5-8.5
Chronic risks	Changing air temperature	MEDIUM	MEDIUM	MEDIUM	HIGH
	Changing wind patterns	LOW	LOW	LOW	LOW
	Changing precipitation patterns	MEDIUM	MEDIUM	HIGH	HIGH
	Water stress	LOW	LOW	LOW	LOW
	Sea level rise	LOW	LOW	LOW	MEDIUM
	Soil Erosion	LOW	LOW	LOW	LOW
	Clay shrink-swell	LOW	LOW	LOW	LOW
	Extreme heat	HIGH	HIGH	HIGH	HIGH
Acute risks	Extreme cold - Frost	LOW	LOW	LOW	LOW
	Wildfire	MEDIUM	MEDIUM	MEDIUM	MEDIUM
	Tropical cyclone	HIGH	HIGH	HIGH	HIGH
	Storm	LOW	LOW	LOW	LOW
	Hailstorm	MEDIUM	MEDIUM	MEDIUM	MEDIUM
	Drought	MEDIUM	MEDIUM	MEDIUM	HIGH
	Extreme precipitation	LOW	LOW	LOW	LOW
	Flood	HIGH	HIGH	HIGH	HIGH
	Landslide	MEDIUM	MEDIUM	MEDIUM	MEDIUM
	Earthquake	MEDIUM	MEDIUM	MEDIUM	MEDIUM
	Subsidence	MEDIUM	MEDIUM	MEDIUM	MEDIUM
	Avalanche	LOW	LOW	LOW	LOW
	Volcanic eruption	LOW	LOW	LOW	LOW

Impacts description of high and medium climate-related risks

RISK TYPE	CLIMATE HAZARD INDICATORS	RISK LEVEL & TIME HORIZON	RISK	ASSET TYPE	POTENTIAL IMPACT
Chronic risks	Changing air temperature	Medium; Short-term	• Extreme temperature resulting in unsafe working conditions. • Higher cost of operations (cooling).	Manufacturing plant, Office, Storage warehouse / Logistic building	• Potential Damage to infrastructure. • Machinery alteration, Increased energy requirement to cool down the plant and ensure control of specific processes. • Increased maintenance cost. • Affected working conditions, enhanced risk of power outage.
	Changing precipitation patterns	Medium; Short-term	• Building flooding. Road / access disruption. • Dry period affecting water use patterns.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Structural damages : Changing precipitation patterns can lead to an increased frequency of heavy rainfall events or prolonged wet periods, weakening the structural integrity of manufacturing plant buildings and foundational components. Increased risk of damp in the building. • Disruption the production processes. (flood production areas, Dry periods, on the other hand, can impact some processes, requiring changes in water usage for example)
	Extreme heat	High; Short-term & Long-term	• Building damage. • Production disruption. • Unsafe working conditions.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Faster ageing of infrastructure and machinery due to overheating of material. • Production Process disruption (machinery overheating or lubricant breakdown, Production processes that involve precise temperature control may become inefficient). Energy consumption may also rise due to increased cooling demand. • For workforce, difficult (up to dangerous) working conditions increasing health risks (heat cramps, heat exhaustion, hyperthermia, strokes).
Acute risks	Tropical cyclone	High; Short-term & Long-term	• Building impact. • Road access disruption.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Tropical cyclones can inflict severe structural damage to manufacturing plant buildings and infrastructure through high winds, heavy rainfall, and flying debris. • Business interruption during extreme events. • Safety risk for workers. • Higher insurance cost.
	Hailstorm	Medium; Short-term	• Building damage.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Building damage, including due to soil shrinkage. • Damage to electric installations leading to business interruption.
	Drought	Medium; Short-term	• Soil Shrinkage and building damage. • Water availability disruption. • Equipment overheating. • Degraded working conditions.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Equipment overheating and associated production disruption. • Production quality disruption for product requiring specific temperatures. • Potential higher insurance costs. • Degraded working conditions and associated safety risks.
	Flood	High; Short-term & Long-term	• Flooded buildings. • Business disruption. • Workers safety risk.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Risk of internal and external building damage, with risk of slope instability leading to damages to foundations. • Safety risk for users and workers. • Increased insurance premiums in flood risk areas. • Risk of business interruption. • Risk of difficult access to the facility in case drainage systems are not sized properly.
	Earthquake	Medium; Short-term	• Building damage. • Workers safety risk.	Manufacturing plant, Office, Storage warehouse / Logistic building	• Risk of structural integrity of buildings. • Potential injuries for workers and users. • Indirect impacts related to the blocking of access roads, the destruction of surrounding infrastructure necessary for the site (e.g. electrical network, water supply) leading to business interruption.

Physical risks levels with breakdown by assets

This table provides an overview of the number of assets (%) that are exposed to each individual climate physical risk, by timeframe, scenario, and risk level. **While certain sites across the value chain may face elevated exposure to specific**

climate-related hazards, the assessment indicates that the majority of Envu’s operations are subject to relatively low overall impact across all scenarios and time horizons.

RISK TYPE		CLIMATE HAZARD INDICATORS		2030						2050					
		SSP1-2.6			SSP5-8.5			SSP1-2.6			SSP5-8.5				
		High	Medium	Low	High	Medium	Low	High	Medium	Low	High	Medium	Low		
Chronic risks	Changing air temperature	5%	90%	5%	3%	92%	5%	6%	90%	4%	29%	70%	1%		
	Changing wind patterns	0%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	100%		
	Changing precipitation patterns	6%	28%	66%	1%	29%	70%	22%	33%	45%	25%	25%	50%		
	Water stress	5%	3%	92%	5%	3%	92%	5%	3%	92%	5%	3%	92%		
	Sea level rise	0%	0%	100%	0%	0%	100%	5%	0%	95%	5%	7%	88%		
	Soil Erosion	0%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	100%		
	Clay shrink-swell	5%	3%	92%	5%	3%	92%	5%	3%	92%	5%	3%	92%		
Acute risks	Extreme heat	14%	21%	66%	17%	23%	60%	25%	27%	49%	54%	28%	18%		
	Extreme cold - Frost	0%	6%	94%	0%	6%	94%	0%	6%	94%	0%	3%	97%		
	Wildfire	4%	8%	88%	5%	8%	88%	5%	7%	88%	7%	5%	88%		
	Tropical cyclone	18%	14%	68%	18%	14%	68%	18%	14%	68%	8%	6%	86%		
	Storm	0%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	100%		
	Hailstorm	5%	37%	58%	5%	37%	58%	5%	37%	58%	5%	37%	58%		
	Drought	3%	29%	68%	3%	41%	56%	5%	44%	51%	12%	67%	21%		
	Extreme precipitation	0%	0%	100%	0%	1%	99%	0%	1%	99%	0%	2%	98%		
	Flood	19%	21%	60%	19%	21%	60%	19%	21%	60%	21%	22%	57%		
	Landslide	6%	5%	88%	6%	5%	88%	6%	5%	88%	8%	5%	88%		
	Earthquake	7%	19%	74%	7%	19%	74%	7%	19%	74%	7%	19%	74%		
	Subsidence	0%	29%	71%	0%	29%	71%	0%	29%	71%	0%	29%	71%		
	Avalanche	0%	2%	98%	0%	2%	98%	0%	2%	98%	0%	2%	98%		
	Volcanic eruption	1%	2%	97%	1%	2%	97%	1%	2%	97%	1%	2%	97%		

Climate Transition Risks & Opportunities

TCFD CATEGORY	RISK/OPPORTUNITY	DESCRIPTION	2030		2050	
			Net Zero by 2050	Current Policies	Net Zero by 2050	Current Policies
Policy and legal	Risk	Increased pricing of GHG emissions	HIGH	HIGH	HIGH	HIGH
Technology	Opportunity	Use of more efficient production and distribution process	HIGH	HIGH	HIGH	HIGH
Market	Risk	Shift in customer preferences	LOW	LOW	MEDIUM	MEDIUM
	Opportunity	Expansion of low-emission goods and services	HIGH	HIGH	HIGH	MEDIUM

Deep Dive

Our Double Materiality Assessment

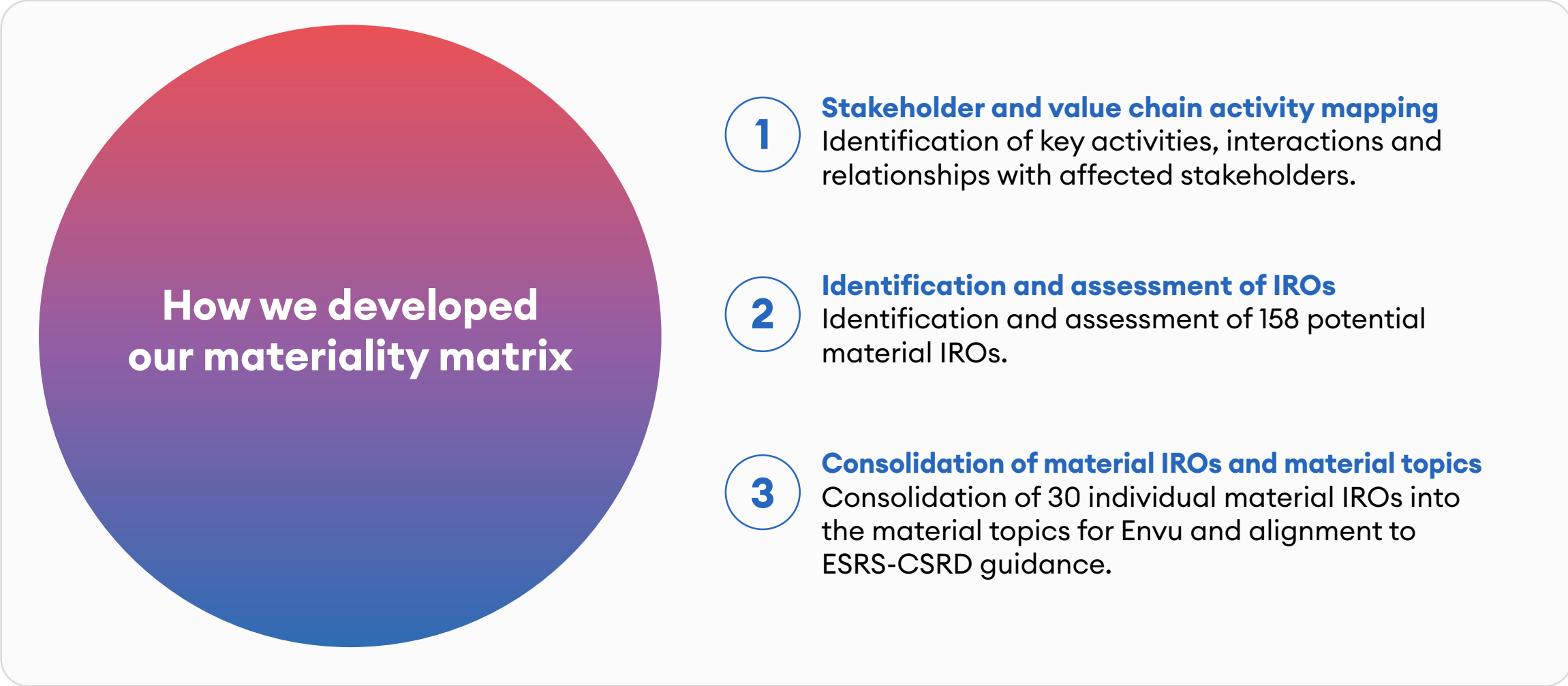
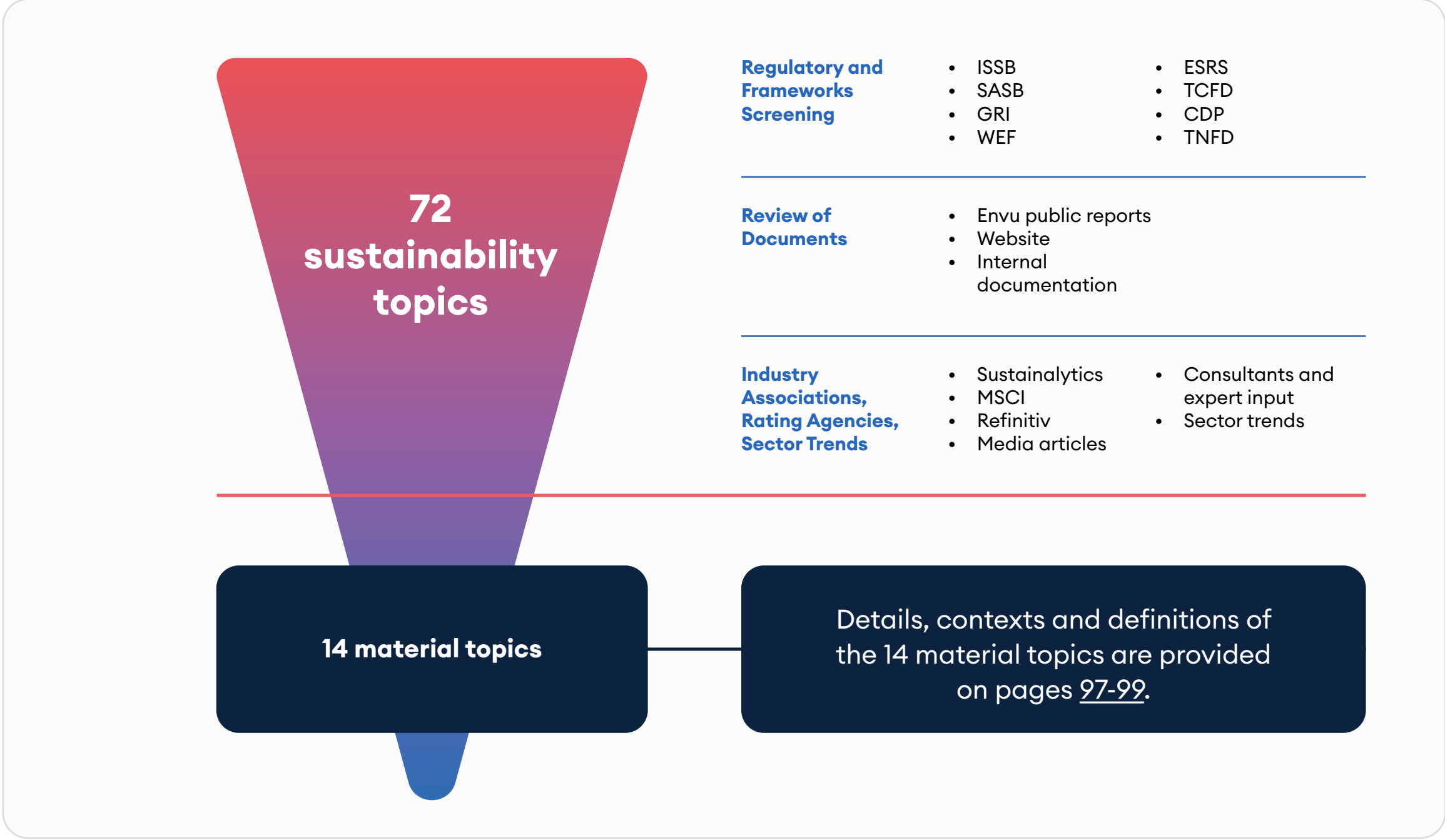
Envu conducts its Double Materiality Assessment (DMA) to better understand its business interactions and identify its key sustainability impacts, risks and opportunities (IROs) across its operations and value chain over the short, medium and long term. The DMA provides a comprehensive view of the sustainability topics most relevant to Envu, while incorporating stakeholder perspectives on environmental, social and governance issues. It assesses both how these issues may affect the company’s financial performance and value (financial materiality) and how the company’s activities impact people and the planet (impact materiality). The results of the DMA are progressively integrated into strategic planning, product innovation, risk management and investment decision-making across the business. Envu completed its latest reassessment of material sustainability topics in 2024 and intends to renew the DMA process every two years.

Following the update, 30 priority IROs were identified and consolidated into 14 key sustainability topics, supporting Envu’s five-pillar sustainability strategy.

Methodology and scope

While the DMA serves as the foundation of Envu’s sustainability framework, it also represents a key first step in preparing the company for potential alignment with the European Union’s Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) requirements, should it come within the scope of the regulation.

In order to allow further integration of sustainability impacts, risks, and opportunities within Envu’s strategy, risk management, governance and business decision-making across the entire group in a more holistic manner, the materiality assessment was performed on Envu and its subsidiaries listed in [Envu Legal Entities](#) (together referred to as Envu Group). This DMA also covers Envu’s global operations and the upstream and downstream value chain described in [GRI 2-6: Activities, value chain and other business relationships](#).



The process of DMA includes mapping out stakeholders and value chain activities, identifying key topics, and finalizing the most important sustainability topics for Envu.

Mapping stakeholders and value chain activities is key to identifying sustainability impacts, risks, and opportunities (IROs). This means looking at operations and all stakeholders—from suppliers to end users. To support this process, Envu gathered input from both internal and external stakeholders through interviews, workshops, and questionnaires. Their feedback helped identify the most important sustainability topics for the business.

Our materiality assessment has evolved over time to reflect new sustainability standards and stakeholder expectations. Before the ESRS standards were introduced in early 2024, we identified 14 key topics based on frameworks like GRI, ISSB, UN SDGs, and CDP, as well as industry benchmarks and internal

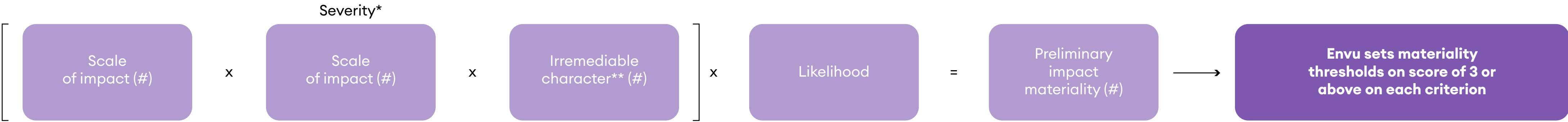
data. Stakeholder feedback was then used to refine these topics. In our latest update, these topics were reassessed and aligned with ESRS.

Using updated stakeholder and value chain mapping, we identified and evaluated over 158 potential impacts, risks, and opportunities. We assessed both their sustainability impact and financial importance over different time frames. This helped us determine the issues that matter most to Envu and its stakeholders. More details on how we scored and selected these topics are provided in the IRO assessment framework.

IMPACTS, RISKS AND OPPORTUNITIES ASSESSMENT (IROs)

Based on the insights gained through the first three steps of the methodology, the 14 sustainability topics were scored based on criteria suggested by ESRS 1 and 2 for impact materiality and financial materiality:

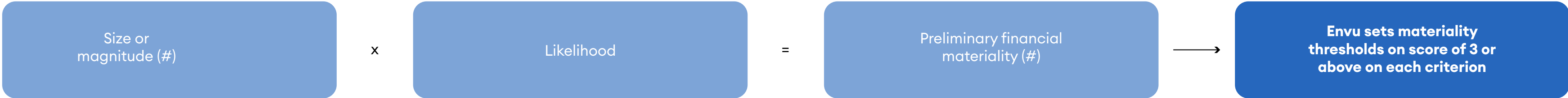
Impact scoring overview



*When it was not possible to score scale and scope separately we have used an overall "severity score" (as per EFRAG methodology).
**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 in alignment with Envu overall Risk Management Framework and Group Risk Policy. 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.

The assessment identified 30 highly relevant IROs, including 19 material positive and negative impacts and 11 material risks and opportunities. These were subsequently consolidated and mapped to Envu’s 14 key sustainability topics.

The eight topics highlighted below have emerged as the most material topics from the double materiality, with high impact materiality and financial materiality.

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

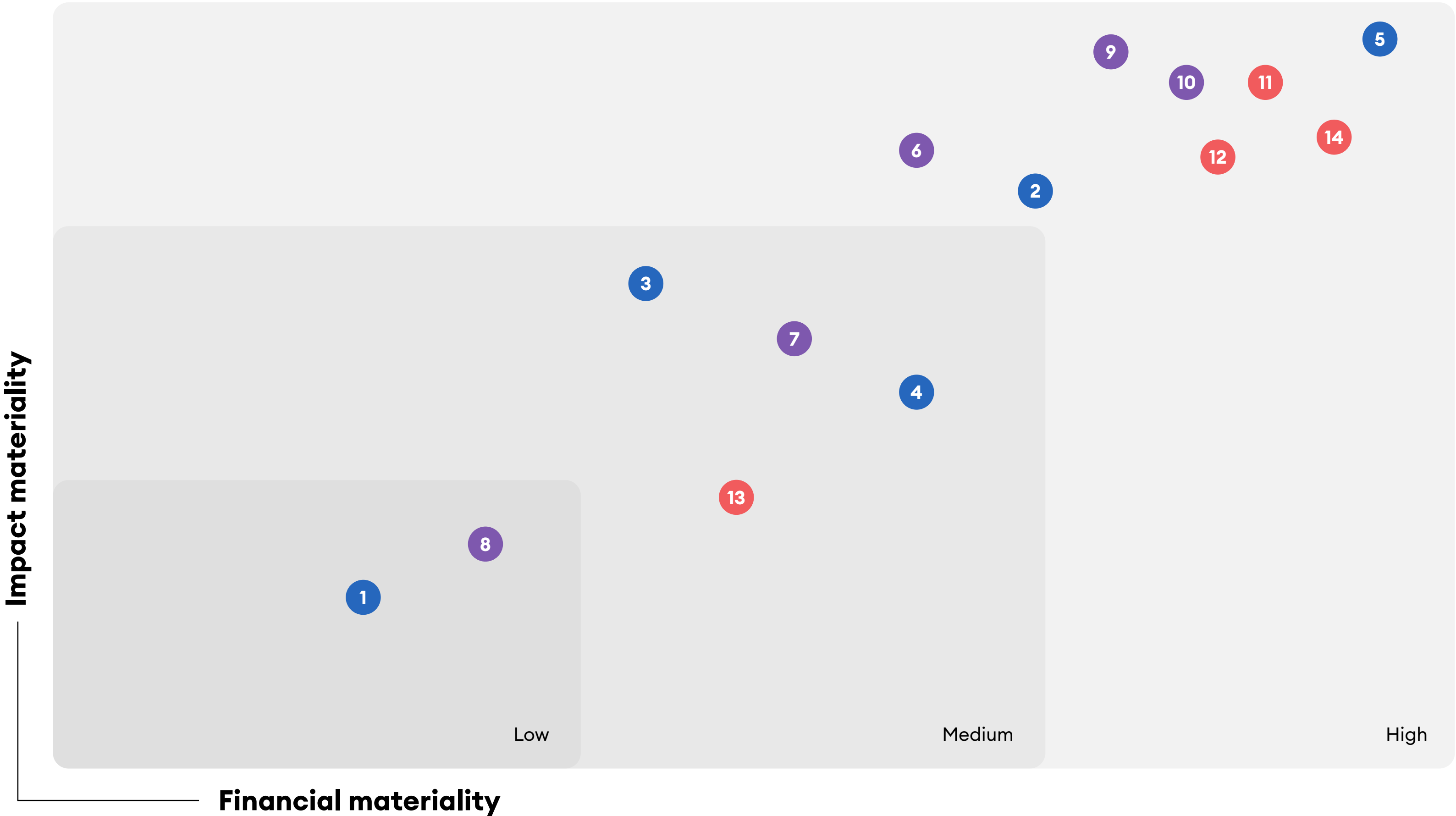
SOCIAL

- 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 DOUBLE MATERIALITY MATRIX



Envu material IROs

Actual Potential + Positive Impact - Negative Impact

1. CLIMATE CHANGE IMPACTS: OWN OPERATIONS	2. CLIMATE CHANGE IMPACTS: VALUE CHAIN	3. WATER RESOURCES	4. WASTE AND RESOURCE CIRCULARITY	4. BIODIVERSITY AND ECOSYSTEMS
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).	DEFINITION Envu Scope 3 emissions, spanning indirect activities from business travel to end-consumer product impact and addressing climate risks in the supply chain.	DEFINITION Water resource management in Envu global operations and value chain, including usage in water-stressed areas, upstream wastewater discharge, recycling and pollution prevention.	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.	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 Low	IMPACT LEVEL High	IMPACT LEVEL Medium	IMPACT LEVEL Medium	IMPACT LEVEL High
STRATEGIC PILLARS Enhance supply chain resiliency	STRATEGIC PILLARS Enhance supply chain resiliency	STRATEGIC PILLARS Enhance supply chain resiliency	STRATEGIC PILLARS Enhance supply chain resiliency	STRATEGIC PILLARS Nature-focused innovation
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.	+ 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 (CO₂) 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.	- 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.	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.	- 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.

Actual + Positive Impact
Potential - 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 high-performing culture

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 high-performing culture

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 high-performing culture

IROs

+ **SO7** - Implementing responsible human rights and labor 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 SOCIAL 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

- **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. CUSTOMER 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

11. PORTFOLIO STEWARDSHIP	12. SUSTAINABLE PROCUREMENT PRACTICES	13. RESPONSIBLE BUSINESS AND GOVERNANCE PRACTICES	14. REGULATORY AND COMPLIANCE
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.	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.	DEFINITION Envu business internal controls, covering business continuity, stakeholder interests, growth, governance and ethical conduct. It considers risk management, sustainability integration in decision-making and linking sustainability criteria to incentives at various organizational levels.	DEFINITION Envu compliance with local and global regulations, including “license to operate” processes in all countries. Also includes initiatives to handle grievances, business ethics complaints, unauthorized distribution of Envu products, fines and claims.
IMPACT LEVEL High STRATEGIC PILLARS  Nature-focused innovation	IMPACT LEVEL High STRATEGIC PILLARS  Enhance supply chain resiliency	IMPACT LEVEL Medium STRATEGIC PILLARS  Business ethics and governance	IMPACT LEVEL High STRATEGIC PILLARS  Business ethics and governance
IROs	IROs	IROs	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.	- 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.	- 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.	- 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.

Environmental data

Our GHG emissions methodologies and approach

SCOPE 1: 2025

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:**
- Australian National Greenhouse Accounts (NGA) Factors 2025
 - US EPA - Emission Factor Hub 2025
 - UK DEFRA - Conversion Factors 2025
 - IEA International Electricity Factors 2025 (Grid Year 2023)
 - Ecoinvent
 - France Residual Mix 2024 (AIB)
 - Exiobase - Monetary 3.10.1 AR6
 - US EPA - eGRID 2023 Sub Region (Publication Year 2025)
 - IEA 2025 / UK DEFRA 2025

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: 2025

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:**
- Australian National Greenhouse Accounts (NGA) Factors 2025
 - US EPA - Emission Factor Hub 2025
 - UK DEFRA - Conversion Factors 2025
 - IEA International Electricity Factors 2025 (Grid Year 2023)
 - Ecoinvent
 - France Residual Mix 2024 (AIB)
 - Exiobase - Monetary 3.10.1 AR6
 - US EPA - eGRID 2023 Sub Region (Publication Year 2025)
 - IEA 2025 / UK DEFRA 2025

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 eight sites – USA (3), Brazil (2), France, Germany and Netherlands – has been reported. For Scope 2 emissions, we have used a market-based approach.

SCOPE 3: 2025

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 9: Downstream transport and distribution.
 - Category 12: End-of-life treatment of sold products.

- Source of the emission factors and GWP rates**
- Australian National Greenhouse Accounts (NGA) Factors 2025
 - US EPA - Emission Factor Hub 2025
 - UK DEFRA - Conversion Factors 2025
 - IEA International Electricity Factors 2025 (Grid Year 2023)
 - Ecoinvent
 - France Residual Mix 2024 (AIB)
 - Exiobase - Monetary 3.10.1 AR6
 - US EPA - eGRID 2023 Sub Region (Publication Year 2025)
 - IEA 2025 / UK DEFRA 2025

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.

Scope 1, 2 and 3 GHG emissions breakdown

Total GHG emissions breakdown (tCO₂e)

		BASELINE 2023	2024	2025	% CHANGE BASELINE
Total Scope 1 emissions ³⁵		2179.78	2699.02	2372.38	9%
Stationary combustion - Own operations		264.48	304.5	331.1	25%
Mobile combustion - Fleet		1,848.90	2,328.12	1,974.88	7%
Fugitive emissions		66.4	66.4	66.4	0%
Total Scope 2 emissions	Location-based	1333.47	1060.13	878.92	-34%
	Market-based	1744.29	1392.39	853.04	-51%
Electricity grid		1,265.89	1,162.21	630.8	-50%
Purchased heat and steam		478.4	230.18	222.24	-54%
Total Scope 1 & 2 emissions		3,924.07	4,091.41	3,225.42	-18%
Total Scope 3 emissions		241740.17	257514.36	278861.45	15%
Total overall GHG emissions		245,664.24	261,605.77	282,086.87	15%

Scope 3 GHG emissions breakdown (tCO₂e)

	BASELINE 2023	2024	2025	% CHANGE BASELINE
Total Scope 3 emissions by categories	241740.17	257514.36	278861.45	15%
Cat 1 - Purchased goods and service	226029.39	237297.7	254532.39	13%
Cat 2 - Capital goods	1465.63	1149.86	4610.29	215%
Cat 3 - Fuel-and-energy-related activities	893.96	966.51	708.33	-21%
Cat 4 - Upstream transportation and distribution	9360.99	13139.73	14081.23	50%
Cat 5 - Waste generated in operations	35.89	31.88	33.92	-5%
Cat 6 - Business travel	2723.42	3555.2	3143.48	15%
Cat 7 - Employee commuting	455.87	544.87	505.28	11%
Cat 8 - Upstream leased assets	Not applicable: No upstream leased assets			
Cat 9 - Downstream transportation and distribution*	329.49	353.17	550.79	67%
Cat 10 - Processing of sold products	Not applicable: Envu products do not undergo secondary processing			
Cat 11 - Use of sold products	Not applicable: Limited data availability on GHG impact of biocides products			
Cat 12 - End-of-life treatment of sold products*	445.53	475.44	695.74	56%
Cat 13 - Downstream leased assets	Not applicable: No downstream leased assets			
Cat 14 - Franchises	Not applicable: No franchise operations			
Cat 15 - Investments	Not applicable: Not material due to current financial structure and reporting boundary			
*Note: Category 12 is calculated based on assumptions and extrapolation due to lack of accurate downstream data				

³⁵ While Scope 1 and 2 emissions decreased by 18% compared with 2023, total GHG emissions increased by 15%, driven primarily by Scope 3 emissions. This increase is due to higher turnover, both from organic growth acquisition of three major assets, as well as improvements on our Scope 3 calculation methodology. Despite the rise in absolute emissions, emissions intensity decreased by 4% year-on-year, demonstrating continued progress in reducing emissions relative to business activity.

GHG intensity per revenue (tCO₂e/ kUSD)

		BASELINE 2023	2024	2025	% CHANGE BASELINE
Types of GHG emissions included in the intensity ratio		All	All	All	-
Gasses included in the calculation: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃		All	All	All	-
Overall		0.28	0.28	0.27	-4%

Energy Breakdown

FACILITY	ENERGY SOURCES	BASELINE 2023			2024			2025			% CHANGE BASELINE
		Energy used (kWh)	Emissions (tCO ₂ e)		Energy used (kWh)	Emissions (tCO ₂ e)		Energy used (kWh)	Emissions (tCO ₂ e)		
			Location-based	Market-based		Location-based	Market-based		Location-based	Market-based	
Total Energy		5554270	1333.47	1744.29	4095864	1060.13	1392.4	3544967	878.92	853.06	-51%
Brazil Sao Paolo Office	Purchased Electricity - Facility	49390	6.63	6.63	59137.95	7.94	7.94	57006	3.76	3.76	-43%
Brazil Paulinia R&D	Purchased Electricity - Facility	124215	16.67	16.67	150800	20.24	20.24	159000	10.48	10.48	-37%
France Office	Purchased Electricity - Facility	70987.87	4.26	2.89	76088	4.88	1.79	77696	3.23	1.83	-37%
Germany R&D and Office	Purchased Electricity - Facility	1130337	394.49	813.73	950230	348.54	688.5	750374	249.87	225.41	-72%
	Purchased heat and steam	2664001	478.4	478.4	1281459	230.18	230.18	806323	141.32	141.32	-70%
	Purchased cooling	-	-	-	-	-	-	243022	80.93	80.93	-
Netherlands In2Care	Purchased Electricity - Facility	90037	28.14	21.09	90037	25.69	21.09	90037	21.09	21.09	0%
US Headquarters	Purchased Electricity - Facility	316018	89.77	89.77	326357	92.69	92.69	338060	91.43	91.43	2%
US Clayton R&D	Purchased Electricity - Facility	358677	101.89	101.89	349644	99.31	99.31	235421	63.67	63.67	-38%
US Morrisville R&D	Purchased Electricity - Facility	750607	213.22	213.22	812111	230.66	230.66	788028	213.14	213.14	0%

Energy intensity per revenue (kWh/kUSD)

		BASELINE 2023	2024	2025	% CHANGE BASELINE
Total Energy (kwh)		14544288	15231413	13419327	-8%
Energy Intensity (kwh/USD turnover)		0.016779	0.016442	0.01278	-24%

Waste generated

HAZARDOUS & NON HAZARDOUS WASTE GENERATED BY SITES			
R&D sites	Total waste generated (kg)	Non-hazardous waste	Hazardous waste
Total waste generated			
Brazil Paulinia R&D	31620	1470	30150
Germany R&D and Office	61575	41575	20000
US Morrisville R&D	2897	2571	326
US Clayton R&D*	159	N/A	159
Netherlands In2Care*	2520	N/A	2520
*Note: N/A for US Clayton R&D and Netherlands In2Care due to limited data availability			

Employee Data

Reporting period: 01/2025 - 12/2025

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. Non-employees in this context refers to contractors who support transformational projects (IT, supply, finance, marketing, HR) and organization stabilization activities, enabling our future growth.

	CORPORATE	REGION NAM	REGION LATAM	REGION EMEA	REGION APAC
EMPLOYEE METRICS					
Total number of employees	1006	349	129	281	247
Percentage of employees	100%	35%	13%	28%	25%
Total number of employees by gender					
Total number of employees: female	413	115	59	139	100
Total number of employees: male	593	234	70	142	147
Total number of employees by employment type					
Total number of permanent employees	966	348	117	261	240
Permanent employees: female	389	114	51	126	98
Permanent employees: male	577	234	66	135	142
Total number of temporary employees	40	1	12	20	7
Temporary employees: female	24	1	8	13	2
Temporary employees: male	16	0	4	7	5
Total number of full-time employees					
Full-time employees: female	397	115	55	128	99
Full-time employees: male	587	234	69	138	146
Total number of part-time employees					
Part-time employees: female	16	0	4	11	1
Part-time employees: male	6	0	1	4	1
Total number of non-employees					
Number of non-employees in own workforce: self-employed people	0	0	0	0	0
Number of non-employees in own workforce: people provided by undertakings primarily engaged in employment activities	144	49	10	7	78

	CORPORATE	REGION NAM	REGION LATAM	REGION EMEA	REGION APAC
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER					
New employee hiring rates					
Total new hires	185	56	25	28	76
New hires by gender					
Female employees newly hired	73				
Male employees newly hired	112				
New hires by age					
Employees under 30 years old newly hired	35				
Employees 30 to 50 years old newly hired	115				
Employees over 50 years old newly hired	35				
Turnover rates					
Total turnover	140	54	23	25	38
Turnover by gender					
Female employees leaving	52				
Male employees leaving	88				
Turnover by age					
Employees under 30 years old leaving	11				
Employees 30 to 50 years old leaving	82				
Employees over 50 years old leaving	47				
Voluntary attrition rate					
	4.10%				

	CORPORATE	CATEGORY 3	CATEGORY 2	CATEGORY 1
EMPLOYEE DIVERSITY				
Total head count	1006	12	724	270
Total head count by gender				
Headcount of employees: female	413	3	264	146
Headcount of employees: male	593	9	460	124
Percentage of employees: female	41%	25%	36%	54%
Percentage of employees: male	59%	75%	64%	46%
Total head count by age group				
Head count of employees: < 30 years old	85	0	28	57
Head count of employees: 30-50 years old	618	6	458	154
Head count of employees: > 50 years old	303	6	238	59
Total percentage of employees by age group [%]				
Percentage of employees: < 30 years old [%]	8.45%	0%	4%	21%
Percentage of employees: 30-50 years old [%]	61.43%	50%	63%	57%
Percentage of employees: > 50 years old [%]	30.12%	50%	33%	22%

	CORPORATE	CATEGORY 3	CATEGORY 2	CATEGORY 1
TRAINING AND SKILLS DEVELOPMENT METRICS				
Total number of employees participating in performance and career development reviews	990	12	714	264
Percentage of employees participating in performance and career development reviews by employee category	98%	100%	99%	98%
Training hours by employee category employees [h]	5617	35	3892	1690
Average number of training hours per employee by employee category	5.58	2.92	5.38	6.26
Note: • Category 3: Executive Leadership Team • Category 2: Managerial (VS 1.1 and above) • Category 1: Non managerial (Under VS 1.1)				

	CORPORATE	REGION NAM	REGION LATAM	REGION EMEA	REGION APAC
EMPLOYEES COVERED BY COLLECTIVE BARGAINING					
Number of employees covered by collective bargaining	290	0	85	200	5
Percentage of employees covered by collective bargaining	28.80%	0%	66%	71%	2%

	CORPORATE
WORK-LIFE BALANCE AND PARENTAL LEAVE	
Percentage of employees entitled to take family-related leave [%]	100%
Total number of entitled employees that took family-related leave by gender	86
Entitled employees that took family-related leave: female	40
Entitled employees that took family-related leave: male	46
Total percentage of entitled employees that took family-related leaves by gender [%]	9%
Percentage of entitled employees that took leave: female [%]	4%
Percentage of entitled employees that took leave: male [%]	5%
Total number of employees that returned to work in the reporting period after parental leave	78
Number of employees that returned to work in the reporting period after parental leave: female	35
Number of employees that returned to work in the reporting period after parental leave: male	43
Total number of employees retained 12 months after returning to work following parental leaves	69
Number of employees retained 12 months after returning to work following parental leaves: female	33
Number of employees retained 12 months after returning to work following parental leaves: male	36
Return to work rate of employees that took parental leave	91%
Return to work rate of employees that took parental leave: female	88%
Return to work rate of employees that took parental leave: male	93%
Retention rate of employees that took parental leave	88%
Retention rate of employees that took parental leave: female	94%
Retention rate of employees that took parental leave: male	84%

