

# 2021 NON-FINANCIAL PERFORMANCE STATEMENT OF THE **SOPREMA** GROUP

[www.soprema.fr](http://www.soprema.fr)



**SOPREMA**  
GROUP



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# 1. Message from the CEO



**Pierre-Étienne Bind-schedler**

Chairman and CEO

Our Non-financial Performance Statement is an opportunity to continue sharing with you a vision that is close to our heart: Building Tomorrow!

We are in a period of increasing unrest on all continents. The pandemic persists, the war in Ukraine is exacerbating tensions over energy supply, and climate change continues to destabilise our countries.

The consequences of these societal degradations are already identifiable: growing concerns among the population and the feeling of a future without a positive outlook.

The **SOPREMA GROUP** has always reacted to these successive crises by remaining confident in the future, with responsibility, but also with a determination that marks our entrepreneurial history!

We are working with all our internal and external stakeholders to ensure that our offering takes better account of resources, in the common interest.

Sobriety, in addition to a profound change in our way of doing things (designing, producing and managing product end of life), is essential to overcome these challenges. These are great challenges – we have to meet and even anticipate the expectations of our customers and the community in which we live!

Our efforts must also focus on significantly improving the energy performance of buildings, especially those with living spaces. Every kWh saved will benefit everyone! The success of our Group will depend on limiting our consumption of raw materials, even if they are renewable, without altering their performance, or ease of installation, while being part of a more virtuous economy.

In line with this strategy, we are proud to recall the achievements of our Research and Development programme and our Engineering for our core business – bituminous waterproofing membranes.

Today, less than 35% of virgin petroleum-based materials are used to make our membranes. Many of the objects we use in our daily lives have not achieved anything close to this and we are of course always working to do better!

We also consider that good waterproofing, supplemented by suitable devices, provides considerable potential for water regulation on tens of millions of m<sup>2</sup> of flat roofs! Water management is becoming a problem, therefore we must continue to develop the best technologies to store, regulate, recover and reuse roof water in all its forms. The Skywater project is designed to meet these expectations.

Finally, the increase in climate change requires us to accelerate our efforts to decarbonise, through two major lines of action: reducing the Group's own greenhouse gas emissions and providing the best product offering on the market, to considerably limit our customers' emissions.

The relative discretion of our quantified commitments has so far been a choice made by the **SOPREMA GROUP**. Repeating obvious statements (e.g. "carbon neutrality by 2050") has never been part of our communication strategy. We have built ourselves on concrete and pragmatic actions carried out with humility, sincerity and also ambition, to contribute as effectively as possible "to the common good".

Through extensive work in close collaboration with the best experts in the low-carbon transition, across the entire **SOPREMA GROUP** value chain, we have precisely identified our priorities in this area.

This work also justifies the strategic directions taken over the last 20 years.

This "2021 Non-financial Performance Statement" is therefore an opportunity to share with you new actions with the sole purpose of satisfying and renewing the trust of all our customers, public and private.

We will involve you much more in the coming months to concretely participate in these objectives. We all have a role to play. We all have ideas. It is important to be able to act together and quickly.

Now more than ever, we must imagine a sustainable and positive future together!





## 2. Description of the business model

*Above all else, we're proud to be a family firm!*

**SOPREMA'S** core business is designing waterproofing products for all types of buildings. For over a century, we have been providing waterproofing products for construction professionals and private individuals.

Drawing on our initial expertise in the field of waterproofing products, **SOPREMA** diversified early on into different areas including insulation, green roofs and walls, and solutions for civil engineering structures, among others.

Today, the products and global solutions we offer focus mainly on a strategy of reducing direct and indirect greenhouse gas emissions. Our new headquarters, Le Grand Charles, which will be inaugurated in 2023, will embody all our expertise in low-carbon solutions.

**Our strength lies in the combination of three main, complementary activities: industrial excellence, product implementation and our expertise in the building envelope sector.**

SOPREMA has become a world leader in waterproofing, specialised in roofing and building insulation. **SOPREMA** products are distributed throughout the world through commercial subsidiaries and a network of distributors.

# 1908



Company created in  
Strasbourg under the  
name "Usines Alsaciennes  
d'Émulsions"

# 1909



First flagship product:  
Mammouth®

# 1941



Avignon:  
SOciété des Produits et  
Revêtements d'Étanchéité  
MAmmouth

# 2023



Strasbourg: Inauguration  
of the new head office  
"Le Grand Charles"



# SOPREMA today

**3.74**



**BILLION EUROS**  
IN TURNOVER IN 2021

**9,720**



**EMPLOYEES WORLDWIDE INCLUDING**  
4,823 IN FRANCE IN 2021



**+100**  
SUBSIDIARIES

**+4,000**  
DISTRIBUTORS

**22**  
TRAINING CENTRES  
IN 8 COUNTRIES



**101** **PRODUCTION**  
**SITES**  
**WORLDWIDE**



**40** FOR INSULATION

**31** FOR WATERPROOFING

**10** FOR RECYCLING

**8** FOR SMOKE EXTRACTION

**7** FOR METALLIC  
FRAMEWORKS

**2** FOR GLUE-LAMINATED  
WOOD STRUCTURES

**2** FOR SEALANTS &  
ADHESIVES

**1** FOR GEOTEXTILES



**RESEARCH**  
**CENTRES**



**CONTRACTING AGEN-**  
**CIES & SUBSIDIARIES**



**PATENTS**  
**MAINTAINED**

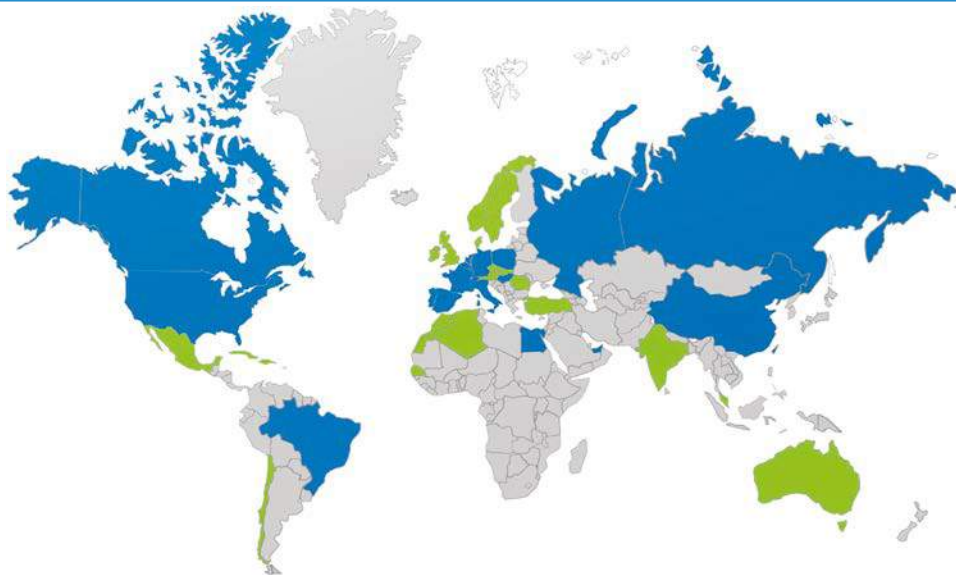




# SOPREMA builds its growth around three main areas:

## 1. Industry and sales

- Over **100** production facilities worldwide with new facilities being constantly added to maintain close ties with our customers
- > **3,200** employees in Europe
- > **2,100** employees in North America
- Innovative R&D centres with multidisciplinary teams and international scope



### Commercial and industrial locations in 2022

- Manufacturing and sales
- Sales & Distribution

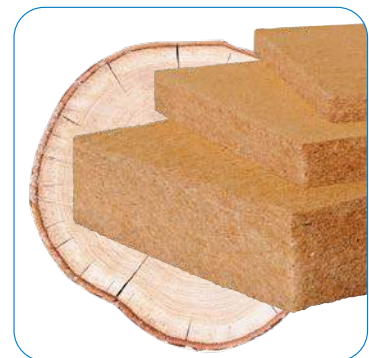
We develop and produce a wide range of efficient, innovative and responsible products:



Waterproofing products



High-performance insulation products



Biobased insulation products





## 2. Contracting works and services

Expertise in implementing insulation and waterproofing solutions for roofs and exterior walls, providing support in proximity to our customers:



Sandwich panels



Sopramiante: work in the vicinity of asbestos



Roof securing



Single & double-skin cladding



Exterior cladding



Conventional & industrial roofing

- 74 sites
- 3,400 employees
- 13,500 worksites per year



Insulation and waterproofing of flat roofs



Air sealing



Metalworking



Fire safety and smoke extraction systems



Smoke extraction, skydomes & natural ventilation



Facade renovation



External thermal insulation



Structural steel



Glulam structures



Soprasistance: services

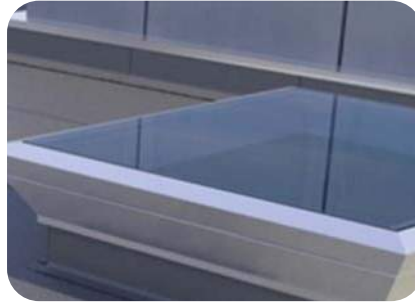


### 3. An organisation specialised in the building envelope sector (Adexsi Group)

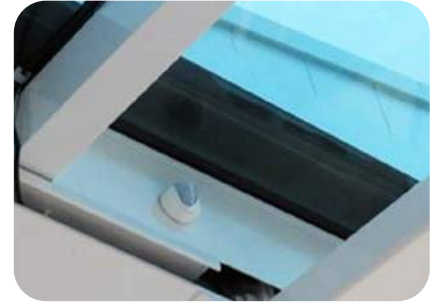
- **700** employees in France and abroad
- **9** production sites
- **17** installation and maintenance sites



Natural and architectural  
smoke extraction



Natural lighting and ventilation



Studies and consulting in IS and  
natural energy management

## Group DNA, strategy and business model

SOPREMA's history is linked to social trends and their challenges. As a responsible and pioneering manufacturer, **SOPREMA** has continuously adapted its product offering by developing environmentally-friendly solutions and systems incorporating a growing share of bio-sourced construction technologies.

Accordingly, over the years, new building greening processes (an innovation our teams had already started developing 30 years ago!), photovoltaic power generation solutions and the production and installation of insulation have been added to the product portfolio proposed by **SOPREMA**.

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

The Group's DNA is rooted in robust historic values: integrity and respect, constant innovation, listening to all stakeholders, ambition accompanied by modesty and a corporate culture of a 'job well done'. These are genuine assets in a constantly changing world. The steady growth of the Group, however, obliges us to be fully aware of serious challenges facing us all: increasing scarcity of primary resources and raw materials, acceleration of climate change, biodiversity in free-fall and a quest for meaning among our customers, employees and suppliers.

Our strategy is thus to work with all internal and external stakeholders in all our businesses to address multiple challenges:

- Reduction of the use of fossil fuels and raw materials in our products and factories
- Integration of societal stakes as a pillar of our product design
- Continuous improvement of the quality and performances of our solutions and systems
- Involvement of all employees in collaboration with our customers to improve the quality of life at work
- Recycling of our industrial waste and that of deconstruction sites

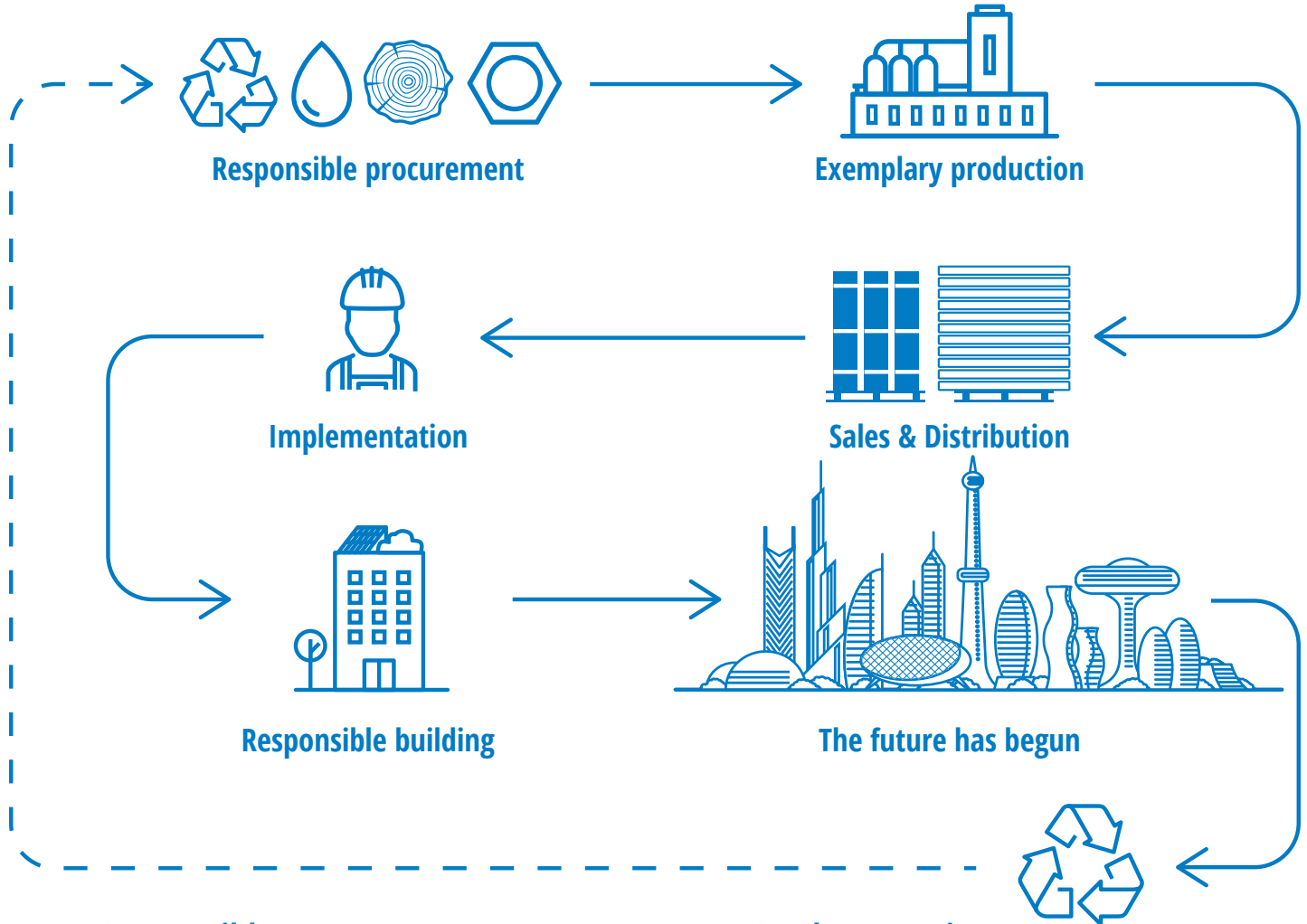
**This strategy is accompanied by reflections and concrete actions in order to integrate frugality at the heart of our business model. We are convinced that the combination of innovative technologies and collective and individual awareness will contribute to a more effective response to the climate emergency and the resulting societal challenges.**





# DNA, strategy and business model of the Group

Our business model is a logical consequence of that strategy. It is built around very ambitious goals that aim to enable the Group to achieve sustainable growth and give it a favourable long-term outlook:



## Responsible procurement

- Short supply channels whenever possible
- Optimising the carbon impact of logistics
- Increasing use of recycled or eco-sourced raw materials

## Exemplary research and production

- Eco-design / frugality
- In-house engineering of our production processes
- Energy efficiency
- Increasing the share of renewable energy produced by **SOPREMA**
- Reuse of production waste

## Sales & Distribution

- Strong guarantees
- Digitalisation
- Training and information for our customers
- Geographical proximity to our customers

## Implementation

- Assistance and technical support
- Safety on the job site
- Health and quality of life at work

## Responsible building

- Customer satisfaction
- Thermal comfort in summer and winter
- Overall performance
- Extending the life and durability of the building

## The future has begun

- Solar energy input on roofs
- Rainwater management
- Recovering biodiversity
- Mitigating urban heat islands
- Deconstruction and recycling of materials



# 3. Challenges facing **SOPREMA**

In publishing this Non-financial Performance Statement, **SOPREMA** has set up the required tools both to address its regulatory obligations and above all, to:

- Involve its business lines in the overall Group performance
- Give meaning to employees and federate teams,
- Reinforce internal and external communication on non-financial subjects

A materiality analysis was carried out in 2019 by the CSR Department with various previously identified stakeholders. Through multiple interviews, the **SOPREMA** Group was able to prioritise the non-financial challenges for the company with regard to the expectations of the various stakeholders.

The year 2021 was a pivotal year for **SOPREMA** in the construction of a low-carbon path in line with the Paris Agreement. This materiality analysis has therefore not been updated in 2021.

Nevertheless, we consider that the issues listed in the matrix remain fully relevant, with two notable changes:

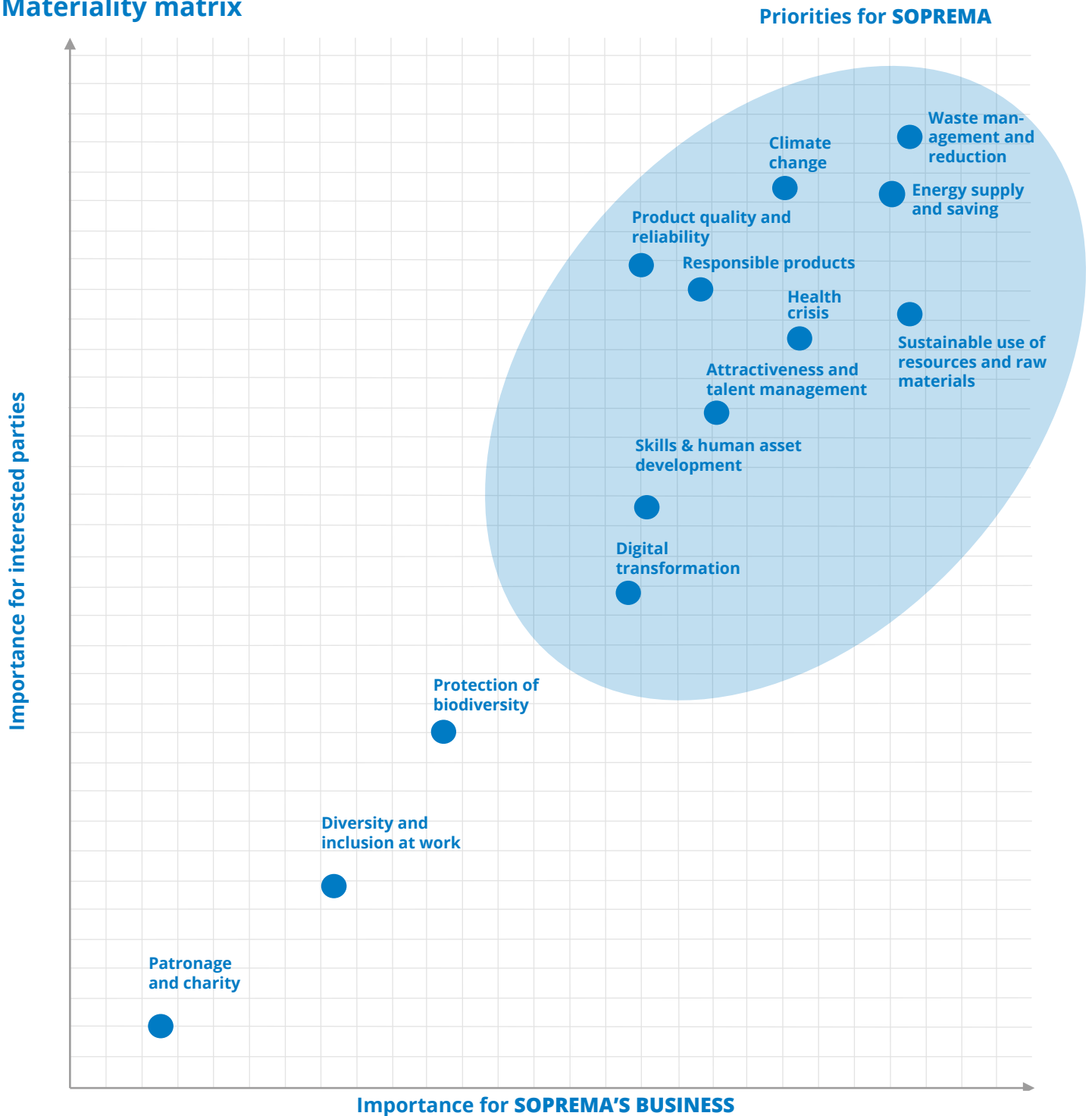
1. The health crisis, still present in our daily lives, has shaken up our habits. We have been able to adapt and manage this risk. We have therefore voluntarily reduced it in the matrix, both for our stakeholders and for our business. However, this COVID risk is still present in an underlying manner in our businesses.
2. On the other hand, energy issues – due to the climate emergency and the war in Ukraine – have become a major problem for all interested parties. We have therefore increased its importance in the matrix and renamed it “Energy supply and saving”.





# 3. Challenges facing **SOPREMA**

## Materiality matrix

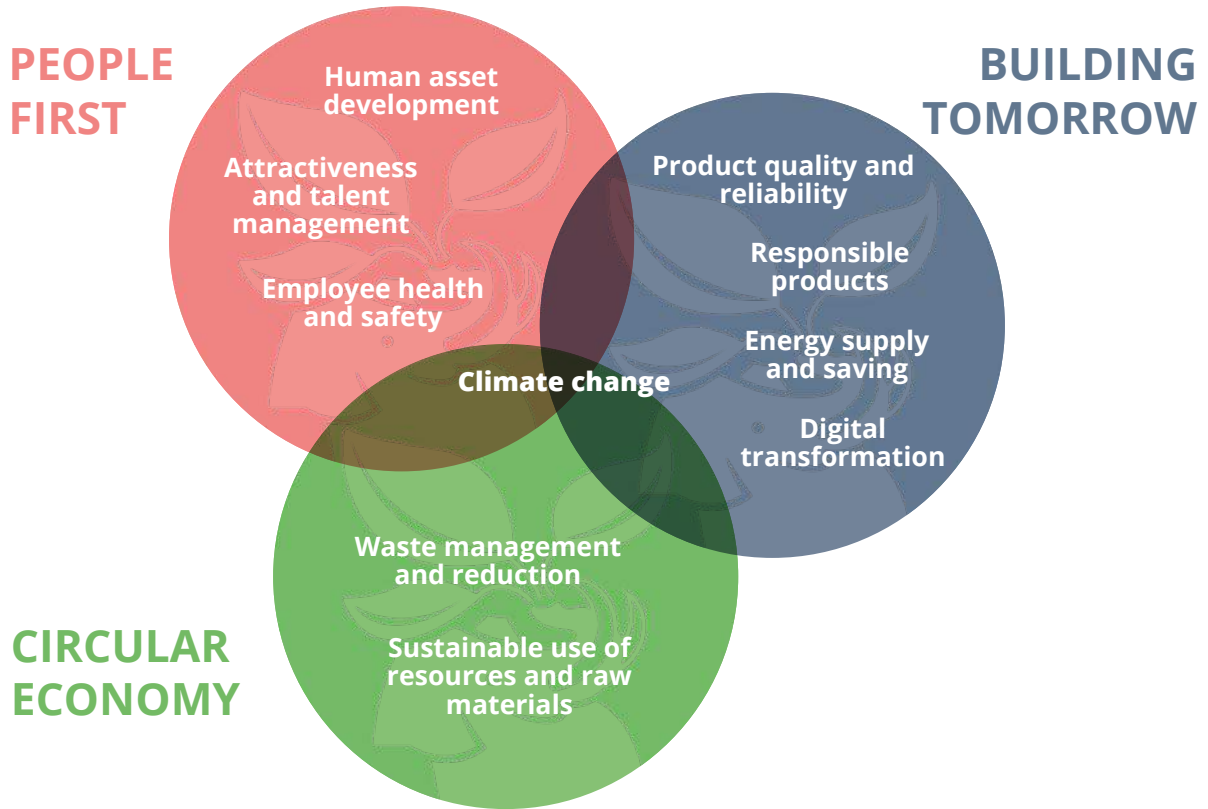




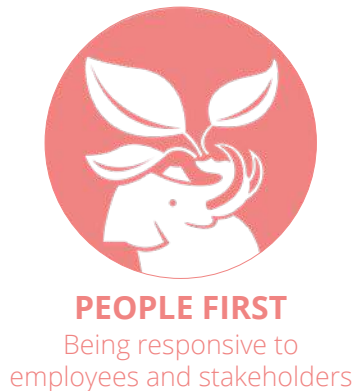


The materiality assessment has identified the main challenges and the related risks.

Each of these challenges is addressed by a Group strategy that has been built around the three areas below:



Based on these priorities, three strategic areas have been confirmed:



These strategic areas are geared towards customer satisfaction and the use of products and services provided by **SOPREMA**. And we add to that a vision of the future described in 2018 on a dedicated website: [www.lefuturacommece.fr](http://www.lefuturacommece.fr).

We are proud to say that this vision is more relevant than ever, and we keep it constantly in mind when we are designing and offering solutions for sustainable buildings!




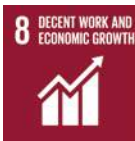








Below are our performance targets in relation to our strategic areas and the Sustainable Development Goals (SDG) set by the United Nations (UN). These targets are also consistent with the UN's 2015 – 2030 course.

For this 2021 NFPS we are keeping these targets which have been constructed for a 2030 horizon.

They help to anchor **SOPREMA'S** contribution to a sustainable future.

We are therefore maintaining our strategic course, together with our stakeholders, with the same desire and determination!

The potential benefits for the business model are sustainable value creation, risk and cost reduction.

STRATEGIC AREAS	GROUP TARGETS FOR 2030 AND ASSOCIATED SDGs (course set by UN)
 PEOPLE FIRST	<ul style="list-style-type: none"> <li>• Towards zero accidents</li> <li>• Towards a culture of agility and resilience</li> <li>• Towards 100% of employees contributing to global and sustainable performance</li> </ul> <div>    </div>
 CIRCULAR ECONOMY	<ul style="list-style-type: none"> <li>• Towards 100% reduced or recycled waste</li> <li>• Towards a 100% local approach</li> <li>• Towards energy savings and efficiency</li> </ul> <div>    </div>
 BUILDING TOMORROW	<ul style="list-style-type: none"> <li>• Towards a 100% sustainable offering</li> <li>• Towards an offering that is fully aligned with societal expectations</li> <li>• Towards 100% low carbon solutions</li> </ul> <div>    </div>

Using a dedicated tool co-built with a provider fully engaged in the approach, we have, since 2017, deployed an annual collection of information at Group level, which is enriched each year by new sites. CSR referrers guarantee this collection at the sites.

The strategic areas, commitments and targets detailed in this document now cover the entire scope of the **SOPREMA** Group.

This year, even more, we see a significant increase in both the quality and the quantity of data collected. With a coverage rate close to 100% for the Group's factories, this trend demonstrates the growing commitment and awareness of our internal stakeholders. Let's keep it going!

Every year the data is consolidated and analysed to identify, target and prioritise concrete actions in line with the goals and orientations of the **SOPREMA** Group.



## 4. Risks, policies and measures associated with the challenges

The analysis of risks and opportunities is derived directly from our materiality assessment. It is therefore the result of the intersection between interviews, surveys and dialogues with our main stakeholders and our knowledge of the context in relation to our various businesses.

Working groups have been set up for each identified risk, organised as follows:

- Risk factors and their potential impacts on our business are established
- Commitments are made for each of the issues identified
- Governance and steering are under the responsibility of identified departments of the Group
- Opportunities are identified and performance levers established

**The trend has been identified and reported as follows:**



An increasing trend shows rising risk factors.

A stable trend shows risk factors with no significant change.

A decreasing trend shows declining risk factors.

The increasing trend is given greater attention.

## Introduction

Our desire to actively contribute to the ecological transition drives us to constantly innovate how we design, produce and use our products.

With this ability to anticipate the challenges of tomorrow, we measured our scope 1, 2 and 3 GHG emissions based on the year 2021.

After calculating our group carbon footprint, we will identify and compare action levers with our current methods and solutions. The aim is to reduce our GHG emissions in line with the Paris Agreement.

Thus, all of these actions will enable us to formalise and commit **SOPREMA** to a low-carbon path, which will be the subject of a detailed presentation in the next NFPS.

In the meantime, we encourage you to discover some concrete examples of actions implemented by our commercial entities to respond to the associated challenges and risks.

All our business units have helped to develop our policies and due diligence in this non-financial performance statement.



# 4.1 Challenges

- Climate change
- Energy efficiency



Group targets:

- Towards energy savings and efficiency
- Towards 100% low carbon solutions

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
• Reinforced climate policies (carbon tax, etc.) and interruption of activities	• Overall company performance		• Group	• Measure GHG emissions Scope 1, 2 and 3 at the group level. Build a low-carbon path in line with the Paris Agreement.
• Exposure to fossil fuel price volatility	• Increase in energy costs in the factory cost price		• Industrial Management • Environmental Strategy department	• Cultivate energy savings and develop renewable energies (ENR)

## → Policies and due diligence

### • My Job, My Bike



Operations “JobRad” in Germany and “My Job, My Bike” in France are exemplary operations started in 2018 and 2019 respectively. Their aim is to reduce our GHG emissions by encouraging employees to cycle to work.

More than 100 people now have a company bike and are delighted with it! Feedback from users is very positive: better shape, lower fuel costs, pride in rewarding effort, etc.

This emblematic action has given employees access to a decarbonated means of transport, simply and fairly, while raising awareness of societal issues.

**SOPREMA'S** objective is always to progressively extend the promotion of this new type of soft mobility, whenever possible. In the context of this promotion, the need for appropriate cycling infrastructures should be integrated, as the situation remains very heterogeneous depending on the areas and countries.





## 4.1 Central Europe

### • The Hof factory

BUILDING  
TOMORROW

The Hof plant (production of bituminous membranes and insulation in Germany) has considerably increased its production of renewable electrical energy by increasing its wind farm! This is a remarkable performance for this type of industry.



**Photovoltaic**  
7,000 m<sup>2</sup>

**1200 kWp / 1.2 GWh/year**  
**550 T/year CO<sub>2</sub> saved**



**3 wind turbines,**  
**producing**  
**> 3.9 GWh/year**

### • SOPREMA Switzerland's logistics platform is self-sufficient in electricity

BUILDING  
TOMORROW

The roof of the logistics platform of **SOPREMA** Switzerland's logistics platform in Spreitenbach has a surface area of 1,225 m<sup>2</sup>, which can accommodate 734 solar panels. Together they provide 240 kWp, which is equivalent to an annual production of 235,500 kWh.

To give an order of magnitude, this amount of energy covers the electricity needs of 78 houses.

**SOPREMA** injects the excess energy into the public grid and thus helps provide a sustainable energy solution. In addition, the photovoltaic system was supplemented by 3 charging stations for electric vehicles.

This investment is beginning to bear fruit as these installations have avoided over 141,000 kg of CO<sub>2</sub> equivalent per year.

The logistics platform in Spreitenbach started operating in October 2020. The fact that the company is able to cover its own energy needs shows that **SOPREMA** has taken a major step towards operating without fossil fuels.





## 4.1 Eastern Europe

### • More responsible factories



In 2021, our Eastern European factories have carried out a large number of actions related to the “Building Tomorrow” pillar.

First of all, more than **200,000 m<sup>2</sup> of green roofs** have been installed in Lithuania, Hungary and Romania as a result of calls for projects.

In addition, a new insulation factory was launched in Hungary with a new manufacturing process that reduces by 50% the energy required to produce one m<sup>3</sup> of insulation. In addition, this plant will soon be equipped with a large photovoltaic power generation capacity.

This development of renewable energy production will soon be extended to all 7 plants in Poland to contribute to the country's decarbonisation plan.

## 4.1 Southern Europe

### • New headquarters for SOPREMA Iberia



After two years of planning and work, **SOPREMA** Iberia has completed the renovation of its headquarters in Castellbisbal.

With 3600 m<sup>2</sup>, the building has a state-of-the-art laboratory of 400 m<sup>2</sup> for research, development and innovation, as well as a space of more than 1000 m<sup>2</sup> dedicated to our customers and employees, including conference rooms, a showroom, a training centre and a company restaurant.

The renovation of this 1970s building was dictated by environmental and sustainability criteria. Thus, many **SOPREMA** solutions have been installed to ensure effective insulation, combat heat islands and promote biodiversity.







## 4.1 North America

### • Energy savings for the Gulfport plant



In 2019, we replaced all the fluorescent bulbs in our bituminous waterproofing membrane plant in Gulfport, Mississippi with LED lighting.

There are many advantages:

- More energy efficient, LEDs use 20% less electricity
- LED lighting does not emit UV radiation compared to fluorescent bulbs
- Annual greenhouse gas emissions reduced by 264 tons of CO<sub>2</sub> equivalent

**For annual savings of 383,295 kWh.**





## 4.1 North America

### • Public conferences on sustainability

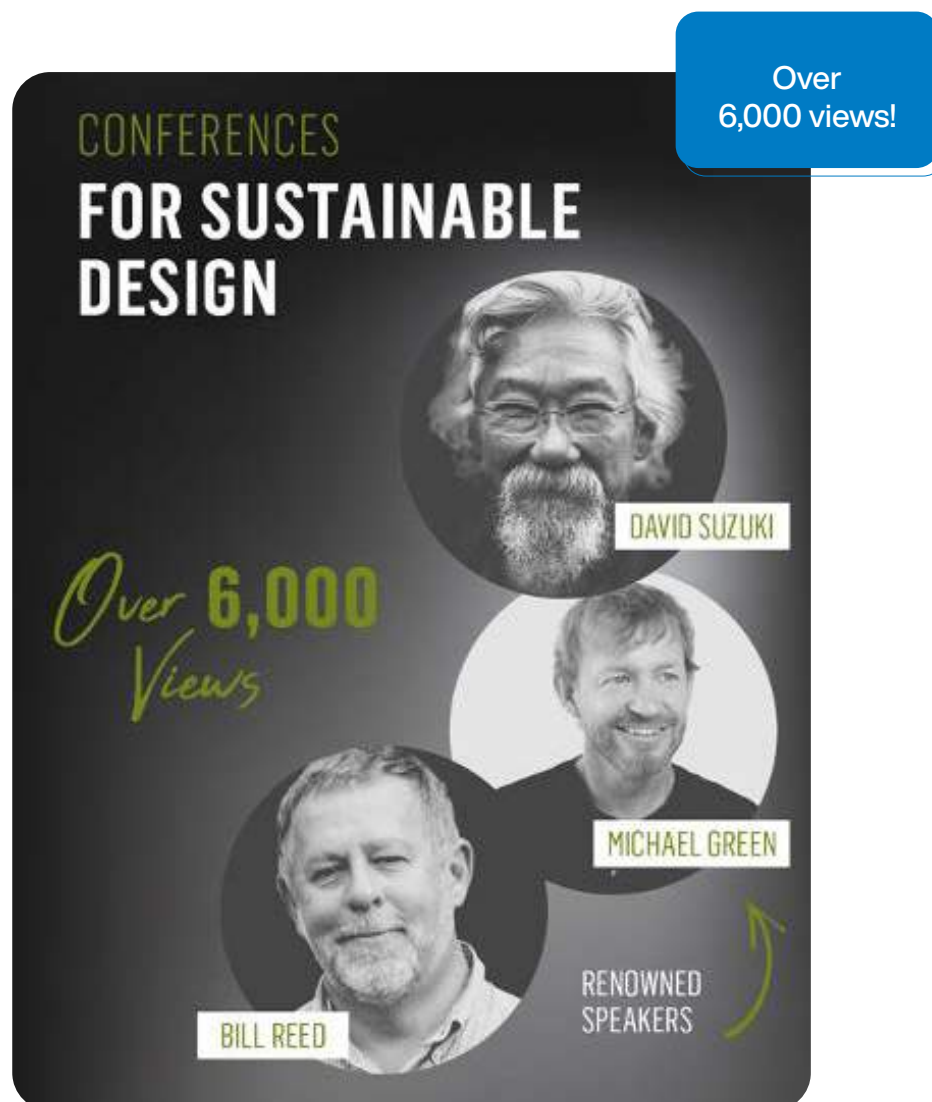


To focus on education and trends in the building materials industry, **SOPREMA** Canada's marketing team organised free conferences on the theme of sustainable development.

At these public events, well-known experts in the field addressed a variety of topics to raise awareness among our partner customers:

- David Suzuki – Setting the Anthropocene's profitability threshold
- Michael Green – How Timber Will Define the Skylines of Our Future
- Bill Reed – Regenerative Development and Design: Healing the Earth in 18 months?

The turnout at these events reflects the growing interest in the actions that can transform our sector in a positive manner. The recordings of the conferences are available online on **SOPREMA** Canada's website.





## 4.1 SOPREMA Entreprises

### • Process of energy improvement for our real estate holdings



**SOPREMA** does everything possible to lead by example in energy efficiency and performance, and this is reflected in how we construction and renovation our sites. This approach reduces greenhouse gas emissions and reduces energy requirements.

For **SOPREMA** Enterprises:

- 9 new buildings since 2009, all of which are low-energy or positive energy (representing 12% of our sites to date)
- 4 site renovations incorporating solar photovoltaic solutions

Photovoltaic panels make it possible for electricity consumption to come from 100% renewable energy. In addition, solar installations reduce energy costs.

2021: 413 MWh  
of photovoltaic  
energy produced







## 4.1 France

### • Le Grand Charles



PEOPLE  
FIRST



BUILDING  
TOMORROW

We have come a long way since 2 November 2020, the official start date for the construction of our new Group headquarters in the port area south of Strasbourg (France). Despite the pandemic and the conflict in Ukraine, **"Le Grand Charles"** will be delivered at the end of 2022!

This demonstration building of **SOPREMA** will offer solutions in line with the Group's strategic orientations:

- Highly comfortable and collaborative workspaces to stimulate interactions between departments and attract new talent.
- A significant use of renewable energy: the heating and cooling of the various buildings will therefore be fully supplied by a groundwater heat pump with very high energy efficiency.
- Active contribution to mitigating urban heat islands and to promoting biodiversity with the omnipresence of green roofs/walls: 385 trees will be planted, supplemented by over 12,000 shrubs and small plants of 130 different varieties.
- Water management: a 1,500 m<sup>2</sup> living pond, water recovery via our Skywater solutions and dedicated tanks for reuse for self-consumption will be at the heart of the project.  
In general, water metering will be monitored on a daily basis to ensure the most efficient use of water
- The use of local supply channels for building construction was an integral part of the specifications. More than 90% of the project cost was incurred by companies within a radius of 100 km from the construction site. Sometimes even with immediate neighbours!
- The new head office therefore aims to be a real think tank for all stakeholders!

The inauguration is planned for the Spring 2023.

## 4.2 Challenges



- Sustainable use of resources and raw materials
- Waste management and reduction

Group targets:

- Towards 100% reduced or recycled waste
- Towards a 100 % local approach

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
<ul style="list-style-type: none"> <li>• Depletion of resources and raw materials</li> </ul>	<ul style="list-style-type: none"> <li>• Difficulties sourcing strategic resources</li> <li>• Increasing cost of resources and raw materials</li> </ul>		<ul style="list-style-type: none"> <li>• R&amp;D department</li> <li>• General management</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen ecodesign</li> <li>• Development methodology aimed at more frugality</li> </ul>
<ul style="list-style-type: none"> <li>• Constant strengthening of regulation (civil and environmental responsibility)</li> <li>• Capacity of landfill centres increasingly limited</li> </ul>	<ul style="list-style-type: none"> <li>• Rising cost of waste treatment</li> </ul>		<ul style="list-style-type: none"> <li>• Industrial department</li> <li>• General management</li> <li>• Environmental Strategy department</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in territorial industrial ecology actions</li> <li>• Offer services adapted for customer worksites</li> <li>• Proactively participate in Extended Producer Responsibility (France)</li> </ul>

## → Policies and due diligence

### • More and more collaborations for the SOPREMA Group



- R&D: The Mutaxio collaborative project has set the areas of work to achieve substantial reductions in the share of fossil materials in our products and thereby reduce our dependence on them. A few years ago, it laid down the foundations for our current system of eco-designing our products and solutions.



- **SOPREMA** strengthens its collaborations with schools and universities each year, both in France and internationally. The applied research that is done gives rise to numerous publications. We are also an active member of the Solar Impulse Foundation.





## 4.2 Eastern Europe

### • The Nyriad factory in Hungary



The circular economy is being developed throughout the Group through local initiatives. For example, at the Nyriad plant in Hungary, 5,000 tonnes of recycled polystyrene are used in the manufacture of insulation. The proportion of recycled material in these insulation products is over 70%.

## 4.2 Northern Europe

### • The Tongeren plant in Belgium



Buying local, producing local, working local... these are ideas that everyone is interested in these days.

**SOPREMA'S** high-tech insulation factory in Tongeren contributes to this by offering attractive jobs and by producing 100% recyclable XPS manufactured in the greatest respect for the environment.

**Sustainable use of resources and waste management are key to this new factory.**



Local production and distribution mean less pressure on the environment.

The production process is optimised for the lowest possible carbon footprint:

- Zero production waste: Waste is directly reprocessed and is an integral part of the process
- The raw material for XPS is recycled EPS
- XPS brings a real bonus in the circular economy chain: It can be used everywhere in the building envelope and in renovation works and then, at the end of its lifecycle, be re-employed

In the near future, **SOPREMA** plans to be able to create new XPS from used XPS, thereby strengthening the circular economy share in its processes.







## 4.2 Northern Europe

### • SOPREMA acquires EPS Nederland and closes the loop on the circular economy!



Expanded polystyrene (EPS) is a very interesting packaging material because it is impact resistant, light, insulates well and above all is 100% recyclable. Of course, this recyclability only becomes a reality if we can collect used EPS and reuse it in an efficient and circular way in new products. This is exactly what EPS Nederland has been doing since 2006: with its collection concept and innovative processing technology, the company reuses discarded EPS packaging waste. It is the only company in the Netherlands to have been awarded the “Kiwa Circular Performance” label. The circular economy loop is thus becoming a reality, particularly at the Tongeren plant mentioned above, which is supplied exclusively with EPS Nederland’s recycled polystyrene as a raw material.



## 4.2 North America

### • Less waste, more recycling



**SOPREMA** USA aims to increase the use of recycled and biobased raw materials and to further reduce landfill waste.

In 2021, 431 tonnes of materials, including cardboard, paper, wood, metal and plastic, were derived from waste or recycled materials.

The total amount of equivalent CO<sub>2</sub> saved, thanks to our constantly improving efforts, is equivalent to the elimination of GHGs of:

- 489 gasoline-powered passenger vehicles driven for one year
- The electricity consumption of 442 households for one year
- 5,259 barrels of oil

**In 2021, greenhouse gas emissions of a total of 2,504 tonnes of CO<sub>2</sub> equivalent were avoided.**







## 4.2 North America

### • The environmental impact of SOPRA-XPS is reduced



The Sherbrooke teams have worked hard to replace virgin polystyrene with recycled material in the manufacture of SOPRA-XPS extruded polystyrene insulation. Their achievements have been the subject of an environmental declaration sheet (EPD).

The high level of recycled content in the insulation boards, combined with the use of a low-GWP (Global Warming Potential) HFO (Hydro-Fluoro-Olefins) blowing agent, has significantly reduced the environmental impact of this product range over its entire life cycle. The CO<sub>2</sub> emissions from the life cycle analysis of SOPRA-XPS are less than 2 Kg CO<sub>2</sub> equivalent per M<sup>2</sup> of 25 mm thick insulation boards. They represent the lowest emissions for this product category in North America.



Recycled and recovered content greater than **70 %**



## 4.2 Adexsi

### • Adexsi in the age of the QR code

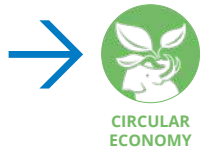


The ADEXSI Group has set itself the goal of offering its customers 100% recyclable components in products by 2025. Thus, the Group intends to make operational the precise and selective sorting of approximately 150 components during the disassembly of products.

To achieve this goal, we plan to affix QR codes to each product to provide disassembly instructions and to identify the recycling channels for each component.

## 4.2 SOPREMA Entreprises

### • Construction waste management: limit, sort and recycle



**SOPREMA** Entreprises has been committed for many years to a process of recycling and reducing its waste volume. Thus, “waste prevention” and the improvement of our waste sorting, recycling and recovery solutions are part of our CSR policy.

Waste management is part of a process that goes from optimising the quantities of materials to be ordered for our sites by means of detailed layouts, to the sorting out by our workers.

During the construction phase, the workers reuse their offcuts as much as possible. The remaining waste (cardboard, paper, scrap metal, plastic, insulation, bituminous waterproofing offcuts, rubble, etc.) is then sorted at source on the site or at our depots in dedicated containers. The latter are then collected by approved service providers and their content recovered.

**In 2021: 3,545 tonnes of waste were recycled and recovered, including 333 tonnes of bituminous membranes, 269 tonnes of wood and 231 tonnes of metals.**





## 4.2 France

- The Group's internal stakeholders are encouraged to develop more virtuous, shorter supply channels.



**SOPREMA** has been actively involved in a structured approach in the Strasbourg port area since 2013, the CLES (local and environmental cooperation in synergies) approach. Initiated in 2013, the CLES project aims at optimising the management of resources by industrial firms based in the port area of Strasbourg by leveraging synergies (energy, waste, infrastructure, etc.). This approach of Territorial Industrial Ecology allows **SOPREMA** to recycle some waste directly at the port area and to reduce the share of waste landfilled or incinerated.



Since its creation in 2016, the Golbey site in the Vosges (France) has been successfully experimenting with an exemplary industrial ecosystem in a Green Valley.

**SOPREMA** wishes to extend its participation in such projects by encouraging all its industrial facilities to join territorial industrial ecology initiatives in their area. The new head office is of course leading by example by using service providers based within 100 km for more than 90% of the lots.



## 4.2 France

- Xloop



The **Xloop** project, which was launched in 2019, is now operational at the Val de Reuil site in Normandy.

The result of extensive internal research work, **Xloop** is a patented **SOPREMA** solution which consists of recycling bituminous membranes from production scraps or demolition waste. This recycling solution, based on the shredding and filtration of waste, helps to reduce our carbon footprint.



BUILDING  
TOMORROW



## 4.3 Challenges



- Responsible products
- Product quality and durability
- Digital transformation

Group targets:

- Towards a 100% recyclable offering
- Towards an offering that is fully aligned with societal expectations

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
<ul style="list-style-type: none"> <li>Discrepancy between societal expectations and the <b>SOPREMA offering</b></li> </ul>	<ul style="list-style-type: none"> <li>Decrease in market share</li> </ul>		<ul style="list-style-type: none"> <li>R&amp;D Department</li> <li>General Management</li> </ul>	<ul style="list-style-type: none"> <li>Implement eco-design solutions</li> <li>Draw up FDES (Environmental and Health Declaration Sheet) or EPD (Environmental Product Declaration) for our products</li> </ul>
<ul style="list-style-type: none"> <li>Customer and user dissatisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Deterioration of the brand image</li> </ul>		<ul style="list-style-type: none"> <li>R&amp;D Department</li> <li>General Management</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen the connection with customers and users</li> </ul>
<ul style="list-style-type: none"> <li>Customer and user dissatisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Loss of competitive advantages</li> </ul>		<ul style="list-style-type: none"> <li>HR Department</li> <li>BIM Department</li> </ul>	<ul style="list-style-type: none"> <li>Significantly develop and deploy new digital tools</li> </ul>

## → Policies and due diligence

### • Eco-designed products



Eco-design plays a key role in the development of our product range. Our various Research & Development centres are working actively towards that end and regularly file patents.

Some examples of real-life applications of R&D work:

Mammoth® Neo



Pava Textil



Pavatex®







## 4.3 Adexsi

### • A new R&D laboratory



The ADEXSI Group is building a new test laboratory which will be operational by the end of 2022.

This future building, designed and conceived with an environmental approach, will have several functions:

- Testing new technologies, including natural lighting, adiabatic cooling and shading solutions
- Improving the efficiency of solutions through real-life testing
- Measuring the performance of combined solutions such as natural ventilation and daylight
- Comparing the solutions which can be found on the market
- Training employees and partners



## 4.3 France

### • Pavatex 2 and Pavatex 3



A €110 million investment is underway to double the production capacity of the **Pavatex** plant, the main manufacturing site for wood fibre insulation boards, by 2023.

As a reminder, the **Pavatex** plant uses sawmill by-products, such as boards ground into chips. Suppliers are based within a 200 kilometre radius of the site and energy is supplied by biomass from a particularly efficient industrial eco-system. The aim being to design products with efficient thermal comfort in summer as in winter, in keeping with objective of frugality of materials.

With this investment, we continue to increase the proportion of eco-friendly materials in our products and further our commitment to building more responsible and sustainable buildings.





## 4.3 Other development actions

### • Producing sustainable electricity with solar power



The **SOPREMA** Group is developing photovoltaic solutions to produce electricity from renewable sources, reduce the use of fossil fuels and improve the energy balance of buildings.

For almost 15 years, **SOPREMA**, through its subsidiary Soprasolar®, has been transforming roof terraces into renewable electricity power stations, for example by installing photovoltaic panels. On large sites, such as factories and logistics platforms, the electricity produced covers the energy needs of the buildings and the surplus is fed back into the grid.

Soprasolar® solutions is:

- More than 350 MWp installed on nearly 7 million square metres of standard surface
- More than 3,500 worksites worldwide
- 22,000 tonnes of CO<sub>2</sub> avoided / year
- 0 claims recorded
- A wide range of B<sub>ROOF</sub>(t3) processes with solar panels
- 1 Environmental and Sanitary Declaration Sheet (ESDS)
- 3 processes under technical evaluation

To go further, Soprasolar® offers solutions combined with that of the **SOPREMA** group to offer complete, high-performance roofing systems:

- Soprasolar® Nature “Biosolar” process, combining waterproofing performance, electricity production and Sopranature® roof greening
- “Cool Roof” and photovoltaic process, combining reflectivity of the waterproofing membrane & improved electrical performance of bifacial photovoltaic modules



## 4.3 Other development actions

### • Goal is 0 water discharge with Skywater



Climate change requires buildings to be reinvented.

Flooding is now the number one natural hazard in France, and represents a threat to property and people, a cost for communities and individuals, and an increased risk of pollution of water and natural environments.

Global warming combined with urbanisation is turning cities into vulnerable areas in the event of hot weather, generating urban heat islands. By 2050, 40 days out of the year will be hotter than 35°C in the Paris region alone. The consequences of these very high temperatures in the city affect both economic activities and the health of the inhabitants: air pollution, discomfort, risk of increased mortality.



### Skywater, the SOPREMA solution

In response to this problem, **SOPREMA** is launching Skywater, a complete range of solutions and services to manage, treat and reuse rainwater and grey water from roofs.

Products and services include:

- Traditional rainwater management accessories that make it possible to:
  - Control and limit the flow of rainwater on roofs
  - Collect and temporarily store rainwater on roofs
- Sopranature® greening systems that cool the temperature on the roof but also treat rainwater and grey water through phytopurification
- Smart and connected irrigation solutions
- Services such as calculation notes, an engineering department, a technical centre and **SOPREMA** experts.

Skywater is a true water conservation project, through the management of rainwater on the roof and the reuse of grey water generated by the building. The ambition is zero discharge of water into the sewage system.

**This approach is currently being tested through projects to develop phyto-purification on roofs, notably in the future Le Grand Charles head office.**





## 4.4 Challenges



### • Employees health and safety

Group targets:

- Towards zero accidents

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
<ul style="list-style-type: none"> <li>• Increased Accidentology</li> </ul>	<ul style="list-style-type: none"> <li>• Deterioration of the Quality of Life at work</li> </ul>		<ul style="list-style-type: none"> <li>• QHSE Department</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen QHSE policy and achieve better social performance</li> <li>• Rely on digitalisation to deploy efficient group tools</li> </ul>

## → Policies and due diligence

### 4.4 North America

#### • Health and well-being



**SOPREMA** USA offers a wellness programme to help employees achieve their health and wellness goals.

The programme provides easy access to resources such as annual health checks, e-learning courses, webinars and health checks.

Employees are also rewarded for their participation in healthy activities such as the “Walking challenges”.

The “Get to Mardi Gras” competition took place during the month of February. Teams of four participants were challenged to walk 500 miles in 28 days to earn points towards a rewards programme.

This type of challenging activity continues.

**In the last 12 months, employees from all over the UNITED STATES have travelled a total of 82,500 miles.**







## 4.4 North America

### • Healthy Enterprise Certification



**SOPREMA** Canada is proud of its “Entreprise en Santé” certification awarded by the Bureau de normalisation du Québec according to the CAN/BNQ 9700-800/2020 standard. The key elements for obtaining and maintaining this certification are, but are not limited to:

- Access to a gym at the workplace
- The evolution of group insurance programmes towards a flexible scheme that can be adapted to the personal and family context of each employee
- The addition of a telemedicine service allowing rapid consultation with a health professional

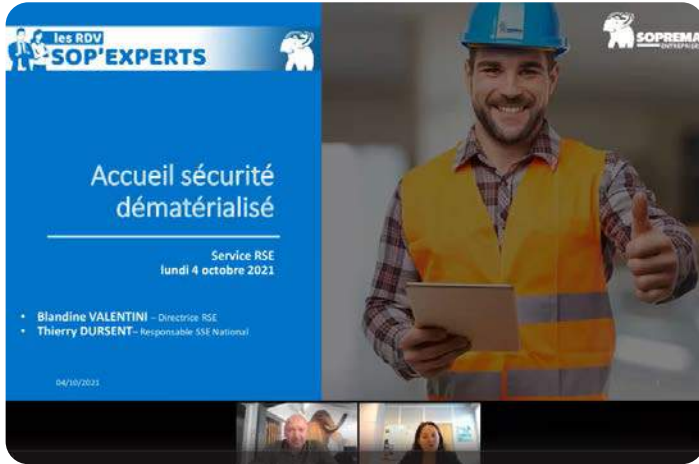
Various activities are also organised by the Healthy Company Committee, which is made up of employees from different departments. These activities aim to inform and promote healthy habits and lifestyles.





## 4.4 SOPREMA Enterprises

### • Training activities and implementation of e-learning modules and webinars



In order to develop our training offering to meet current and future challenges, by using the new tools at our disposal, our sessions are now available in digital format.

This new format allows us to:

- Be more efficient and responsive
- Meet increasingly demanding expectations
- Respond to climate issues (less travel, less paper)
- Train when and where you want

Depending on the profile of the employees, the training is carried out on smartphone, tablet or computer; for basic or advanced sessions.

Our different modules are available in digital or face-to-face format.

#### Safety welcome module for new hires

Safety culture has been part of the DNA of **SOPREMA Enterprises** for many years, particularly with a safety welcome for all new employees who are required to work on site or in the workshop.

In 2021, we offered safety modules for new hires in digital format, in conjunction with the Communication and Marketing Department.

A knowledge check, also in digital format, accompanies these modules and is available by specialty.



#### Developments in digital training:

- Digital integration programme for new employees
- The **MyLearning** platform and where all training courses are available on smartphones



#### E-learning:

- 758 hours of digital training
- 764 single learners connected
- 635 single learners trained



#### Webinar:

- 10 Sessions (1 session = 45 min)
- 535 participations (not single)



# 4.5 Challenges

## • Human capital development



Group targets:

- Towards a culture of agility and resilience

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
<ul style="list-style-type: none"> <li>• Low level of cooperation, compartmentalised organisation, reduced resilience</li> </ul>	<ul style="list-style-type: none"> <li>• Long-term survival of the company</li> </ul>		<ul style="list-style-type: none"> <li>• QHSE Department</li> <li>• HR Department</li> </ul>	<ul style="list-style-type: none"> <li>• Developing and fostering collective intelligence</li> <li>• Layout and organisation of work spaces to facilitate exchanges</li> </ul>

This is a subject that has considerably gained in importance as a result of the public health crisis and which is closely monitored by all stakeholders.

## → Policies and due diligence

### • Global survey



The **SOPREMA** group has grown significantly in recent years and now has more than 10,000 employees worldwide. These women and men, of various ages, nationalities, backgrounds and professions, represent the greatest strength of our Group. We therefore wanted to give them a voice, so that they could express their perceptions of the company and its values.

This unprecedented global survey is an opportunity to gather the opinions of all employees and to stimulate interactions between teams in order to continue the progression of the “People First” pillar.

With a return rate of over 80%, we will soon be informed of the results, which will be reported in our next Non-financial Performance Statement.

**SONDAGE MONDIAL DE LA FAMILLE MAMMOUTH**  
SOPREMA

**Du 14 mars au 1er avril 2022**

**Chères collaboratrices, Chers collaborateurs,**

SOPREMA, aujourd'hui centenaire, est une société en pleine croissance qui en 2020, comme de nombreux autres acteurs, a adopté une stratégie HSE pour le Groupe. Cette dernière repose sur 3 piliers : l'humain d'abord, l'économie circulaire et construire demain.

Je m'exprime régulièrement sur les 2 derniers piliers, car ils représentent pour beaucoup la vision de SOPREMA et les efforts à poursuivre pour modifier profondément le bâtiment de demain.

Mais l'humain d'abord est de loin le pilier le plus fort chez SOPREMA, celui que les autres nous envient, car c'est vrai, nous avons à nos côtés des femmes et des hommes totalement engagés et prêts à relever les défis qui nous attendent.

C'est pourquoi je souhaite vous donner la parole grâce à une initiative sans précédent.

Je vous demande, à toutes et à tous, collaboratrices et collaborateurs du groupe SOPREMA, de l'une de nos filiales ou de sociétés du groupe, de prendre 30 minutes de votre temps afin de faire entendre votre voix et de répondre au questionnaire **SONDAGE MONDIAL DE LA FAMILLE MAMMOUTH**.

Ce questionnaire vous permettra de vous exprimer sur votre parcours au sein du groupe SOPREMA, sur votre perception de l'entreprise et des valeurs qu'elle partage. Il est important que vous puissiez prendre le temps d'y répondre.

Créé à Strasbourg, le groupe SOPREMA est aujourd'hui présent partout dans le monde. Vous êtes, à ce jour, plus de 10 000 collaboratrices et collaborateurs dans le monde. Nous nous sommes beaucoup développés ces dernières années et il est important d'évaluer votre perception du groupe, quel que soit votre métier, votre lieu de travail, votre nationalité ou encore votre âge.

Ce questionnaire est géré par un cabinet externe. Sept 24, vos réponses sont donc absolument confidentielles et anonymes.

Ce n'est que par les échanges entre les équipes que nous pouvons continuer de progresser. Je vous remercie d'avance de votre participation.

Merci et à bientôt.

**Pierre-Étienne Bindschedler**  
Président directeur général

Tous les employés du groupe SOPREMA doivent répondre au sondage **obligatoire** qui se trouve sur le site suivant : **SOPREMASURVEY.COM**

Veuillez prévoir 30 minutes pour compléter le sondage, disponible en ligne du 14 mars au 1er avril 2022.

**Merci de contribuer au futur de SOPREMA!**





## 4.5 Southern Europe



The conviviality of a beautiful restaurant area is essential to foster the relationship between all the teams. After the complete renovation of the **SOPREMA** Southern Europe head office in 2020, lunchtime became a daily treat. A very successful human-capital investment project that will benefit everyone in the long run!



## 4.5 France



Through our current and future sites, including Le Grand Charles, our aim is to provide employees with a pleasant place to work where they can flourish. Our aim is to encourage conviviality, exchanges and collaborative work. In our opinion, impromptu discussions are the most creative.



## 4.6 Challenges



### • Attractiveness and talent development

Group targets:

- Towards 100 % of employees contributing to sustainable overall performance

RISK FACTORS	IMPACTS	TREND	GOVERNANCE	OPPORTUNITIES
<ul style="list-style-type: none"> <li>• Difficulties in recruiting, lack of transfer and increase in skill levels and inadequate training</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of key skills</li> </ul>		<ul style="list-style-type: none"> <li>• General Management</li> <li>• HR Department</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the connection with customers and users</li> <li>• Improve our EVP (Employer Value Proposition)</li> <li>• Develop mentoring</li> <li>• Roll out short, individual training programmes (e-learning)</li> </ul>

## → Policies and due diligence

### 4.6 Eastern Europe



**SOPREMA** Polska has launched an extensive training programme in 2021 to enable all employees to learn and master the English language. This programme aims to enable each employee to participate in identifying sustainable solutions internationally and implementing them locally.



### 4.6 Southern Europe



The employees of **SOPREMA** Iberia took part in a solidarity race in 2021 for the benefit of Doctors without Borders, to raise funds for the vaccination of children. 2000 euros were raised and 1,938 km were travelled, the exact distance between our Portuguese and Spanish factories.



## 4.6 Northern Europe

### • Youth is our future



We still have a lot to learn and we are convinced that different or opposing views of our business are valuable to our profession. We therefore invest the time necessary to support young students in their thesis. For example, we regularly welcome students from the Industrial Engineering and Chemistry master's programme for one year or graduate students in Chemistry for one semester.

Our aim is to integrate them into the life of the laboratory and thus offer them an ideal framework for their research.





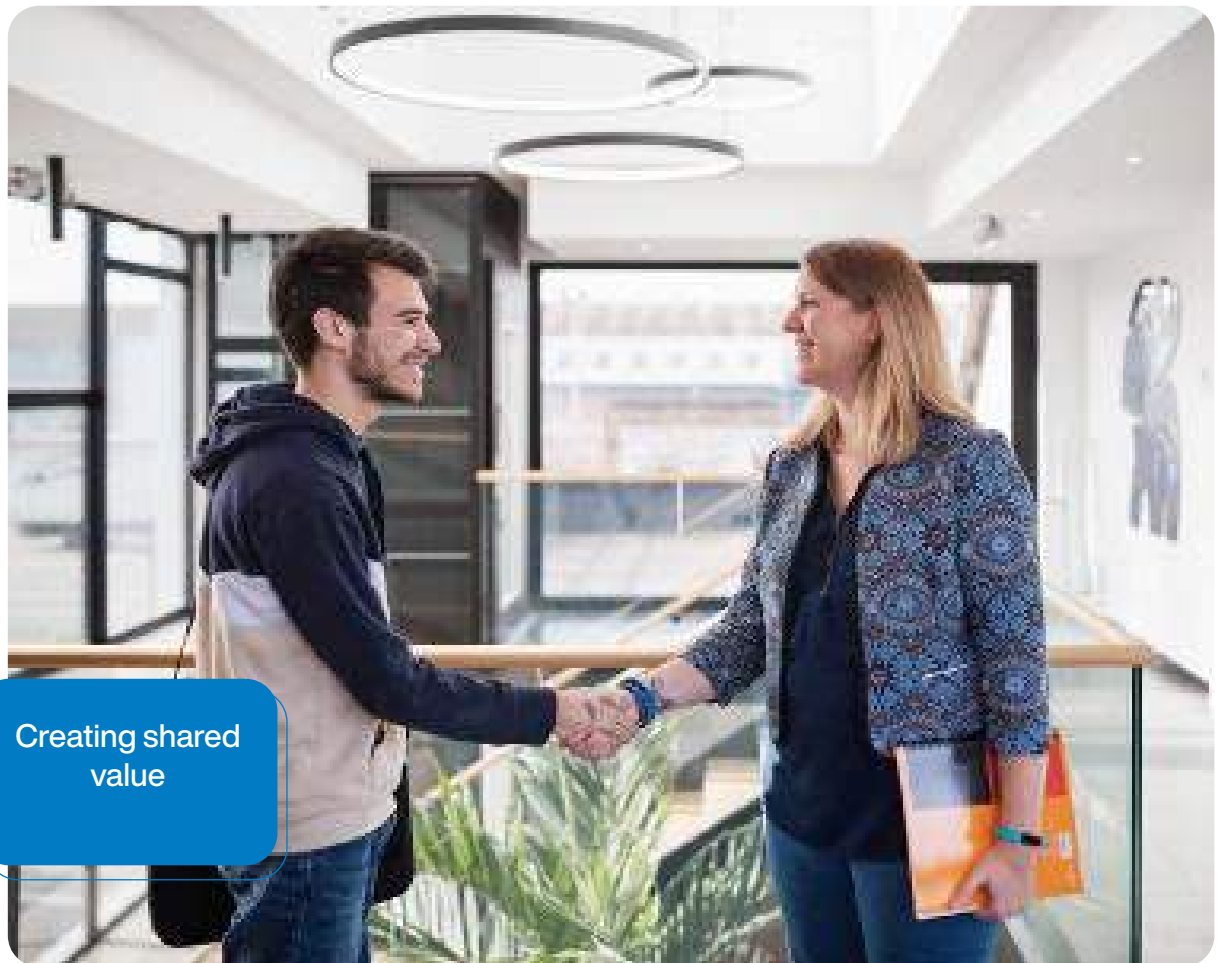
## 4.6 Other development action

### • Attractiveness of talent & territorial anchoring



Sopranature® teams of the **SOPREMA** Group are involved in training young people, developing green building systems and researching new virtuous products. This investment is part of a desire to transmit to future generations, to open up to new constructive models, to be anchored locally and to co-create.

- Sopranature®, pioneer and expert in vegetative systems, is a founding member of ADIVET, the French association of green roofs and facades of plants aimed at promoting and harmonising the choices related to the practices of vegetative building
- Sopranature® is engaged in Innovation for “Building Tomorrow” and is involved in the co-creation and the creation of shared value by working on plant mechanisms, ecosystem services and zero rejection with doctoral students from universities (Strasbourg and La Rochelle) and schools (Ponts et Chaussées, INSA)
- Sopranature® is aware of the importance of training and passing on knowledge to future generations, and of being territorially based. On average, it takes on 5 apprentices or trainees per year in technical or marketing fields (University of Strasbourg, INSA, ENGEEES, EM Strasbourg) and supervises tutored projects within these same establishments



Creating shared  
value



## 5. Other subjects connected to the Non-financial Performance Statement

The COVID 19 pandemic was well managed by the Group in 2021 in all its structures, notably through the implementation of appropriate measures. The experience gained in 2020 was also beneficial. There was therefore no need to formalise a specific risk paragraph on this subject but we remain attentive to any developments in the health situation.

The other issues mentioned in 111 of Article 225 102 1 of the French Code of Commerce are not subject to information on their consideration as they have not been identified as the main risk in relation to our business model and our non-financial analysis. The issues in question are the fight against food waste and food insecurity, animal welfare and responsible eating, collective bargaining agreements and their impacts on business performance, anti-discriminations actions and the promotion of diversity and the measures taken in favour of the disabled.






Controlled  
management of the  
COVID-19 pandemic  
by the Group



## 6. Key performance indicators

For this NFPS, we have used the Key Performance Indicators (KPIs) that allow our internal and external stakeholders to understand the fundamentals of our CSR approach. They are presented below:

### • Key performance indicators

KEY PERFORMANCE INDICATORS	RESULTS IN 2019	2020 RESULTS Average perimeter: 92 entities	2021 RESULTS Average perimeter: 132 entities	TARGETS AND ASSOCIATED CHALLENGES
 <b>PEOPLE FIRST</b>				
Frequency rate of workplace accidents (with lost time)	28.84	25.08	25.17	<b>Towards zero accidents</b> Employee health and safety
Severity rate of workplace accidents (with lost time)	1.9	1.52	1.71	
Training rate	0.62	0.60	0.44	<b>Towards 100 % of employees contributing to sustainable overall performance</b> Attractiveness and talent management
 <b>CIRCULAR ECONOMY</b>				
Non-hazardous waste performance rate	0.44	0.41	0.38	<b>Towards 100% reduced or recycled waste</b> Sustainable use of resources and raw materials
Number. of litres of fossil fuels	4,991,920	5,577,558	10,832,666	<b>Towards energy saving and efficiency</b> Energy efficiency
 <b>BUILDING TOMORROW</b>				
Electricity production from renewable sources (kWh)	3,172,540	5,923,590	7,076,098	<b>Towards 100% low-carbon solutions</b> Climate change





## 6. Key performance indicators

The two safety indicators increased slightly compared to 2020. This trend can be explained by two factors:

1. The Covid risk, which is still very present in 2021, has multiplied the safety measures for our employees and has had the effect of diluting the main business risks.
2. The strong external growth of the Group over the last two years has increased the number of entities included in the calculation of the indicators. A period of integration and assimilation of the Group's safety culture must therefore be taken into consideration. The safety of our employees remains a major focus for our Group and we continue to take strong action in this area on a daily basis.

The waste performance rate has deteriorated slightly. However, given our external growth, the evolution of the indicator is minimal. It should be noted that the improvement in the coverage of waste data collection seen last year seems to be accelerating significantly. This is a very positive point in the management of our field actions.

Consumption of fossil fuels has risen sharply. This spectacular increase is explained by the inclusion of a trading company in North America with a large fleet of vehicles to ensure delivery to our customers. The scope of this indicator has therefore been significantly changed.

However, this parameter should not mask the need to accelerate eco-driving and company vehicle fleet conversion. In this respect, it should be noted that the number of charging points for electric vehicles has increased considerably in recent years (from less than 10 in 2017 to 127 today).

The indicator for renewable electricity production continues to perform well, with production increasing by almost 20%. This increase reflects our desire to address climate and energy issues in a proactive manner. This trend will accelerate in the coming years.



## 7. Note on methodology

Currently, we do not have a policy associated with each identified risk, but we still intend to produce them by the end of 2022. In addition, we will propose other key performance indicators (KPIs) within the same time frame so that the outcomes of our Group CSR approach can be compared over time.

### • Scope for the KPI results of the 2021 NFPS

The 2021 results take into account all Group entities, even though some of those included in the reporting scope have not responded on all the indicators. However, the rate of coverage increased significantly this year to 84% for all Group entities and to almost 100% for the factories.

It should also be noted that the Group's scope is expanding every year with the acquisition of new entities. Therefore, the comparison with previous years is not made at isoscope.

Furthermore, concerning the number of hours worked and the number of litres of fuel, some of the sites have provided estimated values.

However, the indicators presented are representative of the Group's actual performance.

# 8. Appendices

## • Materiality matrix methodology

Interviews were conducted in 2019 with 16 non-homogeneous respondents<sup>(1)</sup>: 11 internal and 5 representatives of external parties pre-identified as significant for **SOPREMA** (customers, suppliers, local authorities, universities, etc.).

After these interviews, a single questionnaire was created covering the main non-financial challenges mentioned. Each stakeholder was asked to complete it.

As mentioned on page 10, 2021 is a pivotal year for **SOPREMA**. Significant work has been carried out on the Group's future low carbon strategy. In this context, it was not considered appropriate to update the materiality matrix.

## • Key performance indicator methodology

### • Frequency of rate workplace accidents (with lost time, excluding temporary workers)

*Calculation:*

No. of accidents with lost time x 1,000,000/No. of hours of work

### • Severity rate of workplace accidents (with lost time, excluding temporary workers)

*Calculation:*

No. of days lost x 1000/No. of hours worked

### • Training rate

*Calculation:*

(No. of trainees in regulatory training + non-regulatory training/No. of hours worked) x 1000

### • Non-hazardous waste performance rate

*Calculation:*

Total non-hazardous waste sorted/(Total non-hazardous waste sorted + Total of all non-hazardous waste x1)

### • No. of litres of fossil fuel (litres)

*Calculation:*

Supplier invoices of own fleet (passenger cars and utility vehicles)

### • Electricity production from renewable sources (kWh)

*Calculation:*

kWh produced by the Group's renewable electricity installations

<sup>(1)</sup> 'Non-homogeneous' means individuals with different positions, sensitivities or cultures, so as to collect opinions that are as diverse as possible.





[www.soprema.fr](http://www.soprema.fr)



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**SOPREMA**  
**GROUP**