

NON-FINANCIAL PERFORMANCE REPORT

2025





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Editorial

It is April 2026, and the world once again finds itself facing a major international crisis that has now been ongoing for several weeks. At this stage, no one can predict how the conflict will end, but it is already having an impact on the everyday lives of much of the global population.

The current geopolitical tensions raise fundamental questions about our heavy dependence on oil. Oil has long been valued for its exceptionally high energy density and abundant availability, but its limitations are becoming increasingly apparent. Access to it is becoming more difficult, fuelling competition, whilst the environmental consequences of over-reliance on oil and its role in climate change are now widely documented.

How is the Soprema Group responding to this succession of crises? We are staying the course and following a clear roadmap. These are things we have been working on for years: reducing the use of fossil-based materials, promoting the circular economy, scaling up the use of renewables, and developing resilient solutions for our customers, to help meet net zero targets.

Actions speak louder than words, however, and only by taking concrete measures at our production facilities and more widely at all of our sites can we truly demonstrate our commitment.

One example is the way we are using renewable electricity generated by our own investments. When our first NFPR was published back in 2018, we were producing around 3,300 MWh. By 2025, that figure had risen more than fivefold to 16,600 MWh! At the same time, we are committed to energy-saving in everything we do.

Our extensive range of insulation is part and parcel of that approach, combining low energy intensity with best-in-market performance. After all, effective insulation remains one of the most powerful ways of reducing energy use.

Another striking example is our key performance indicator for waste. From a figure of 0.40 in our first NFPR, it topped 0.60 in 2025. That represents a 50% improvement in our Group's waste sorting rate.

Of course, we can still do much more... and in the years to come, we will! Full credit goes to everyone at the Group for their daily commitment to improving our environmental performance indicators.

These Group-wide actions build on the work of our R&D department, supported by our specification and sales teams, as we continue to develop solutions for the future that use fewer resources, improve comfort in summer, and make the best possible use of roofs!

That proactive approach can also be seen at all our newest sites both in France and other countries, which have been unanimously praised for the way they are integrated into their local environments. Drawing on the Group's best available technologies, these sites serve as full-scale testing grounds for our most innovative solutions.

The current crisis is the result of a dependency that we need to shake, as it will only worsen with time. The easy response would be say that "no one can be expected to achieve the impossible." Yet Soprema has always chosen action, even when faced with major crises in the past. Humility, optimism, ambition, and ingenuity will be our greatest assets as we strive to meet the challenges of our time!

In an often difficult environment, our message for all our stakeholders is this: Let's keep moving forward together, and adapt when we need to!

Rest assured, Soprema will be by your side throughout 2026, more than ever.

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



**Pierre-Etienne
BINDSCHIEDLER**
Chairman and CEO



Photo credit © Pauline André



02

DESCRIPTION OF THE BUSINESS MODEL

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The history of a family

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

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

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

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

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

Building for Life

A family firm since 1908

1908

Founded in Strasbourg under the name "**Usines Alsaciennes d'Émulsions**"

1909

First flagship product: **Mammouth®**

1941

Creation of the company **SO**ciété des **P**roduits and **R**evêtements d'**Et**anchéité **MA**mmouth

2023

Inauguration of the new head office building, "**Le Grand Charles**" in Strasbourg

The Soprema Group today



5.205

billion euros
of turnover in 2025



Over 13,000

employees worldwide
including **5,700** in France in 2025



Over 145

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



Over 130

subsidiaries all over the world



62

training centres in **16** countries



24

Research & Development centres

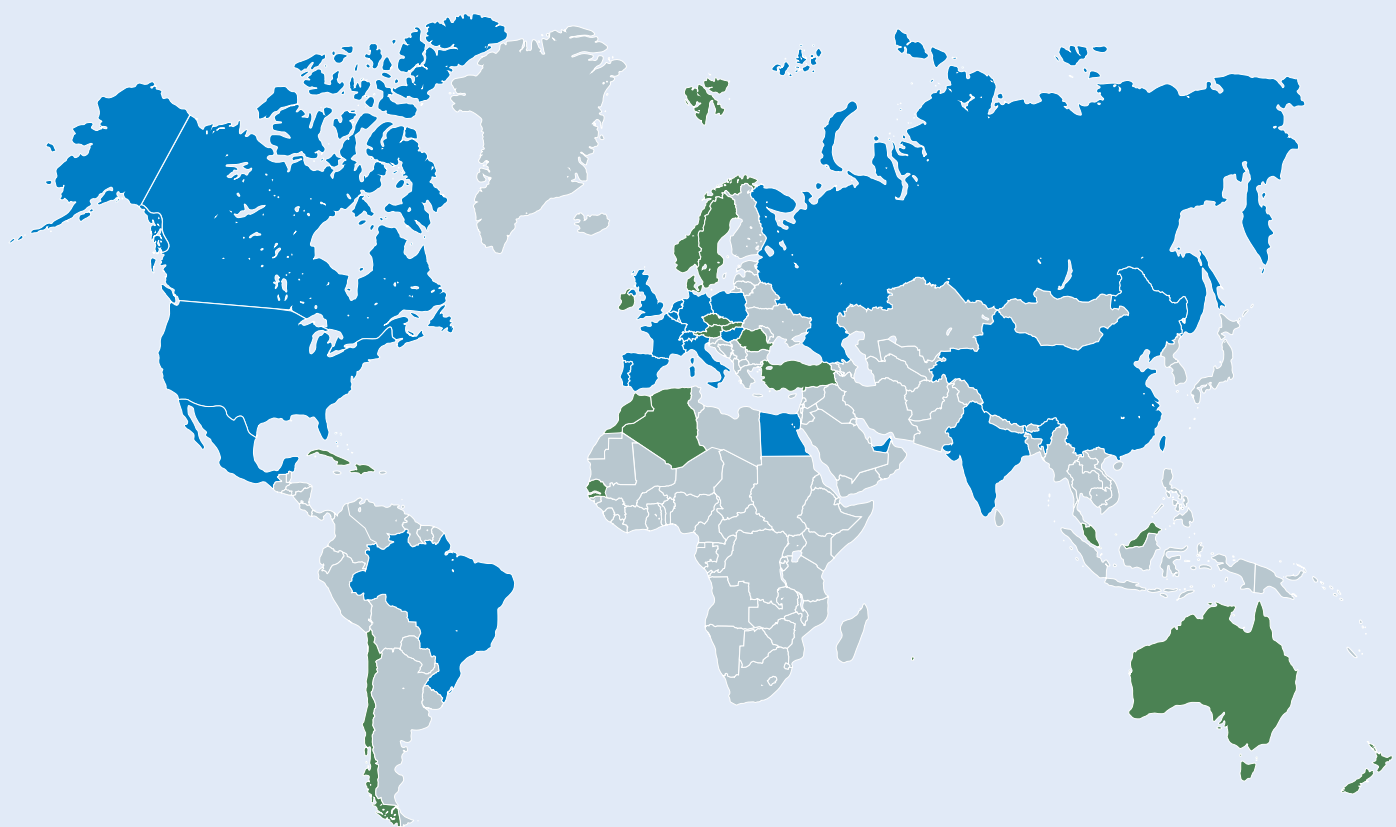


300

patents maintained and updated

Our three main areas of growth

1 Industry and sales



Industry and sales



Sales

2 Works and services

Roofing



Insulation & waterproofing
of flat roofs



Conventional and industrial
roofing



Sopramiante asbestos
removal



Roof safety



Smoke control, roof lighting &
natural ventilation

Building frames / metalwork



Structural steel



Glulam structures



Architectural metalwork

Façade cladding



Single and double-skin
cladding



Rainscreen cladding



Sandwich panels



Airtightness work



External wall insulation



Façade renovation

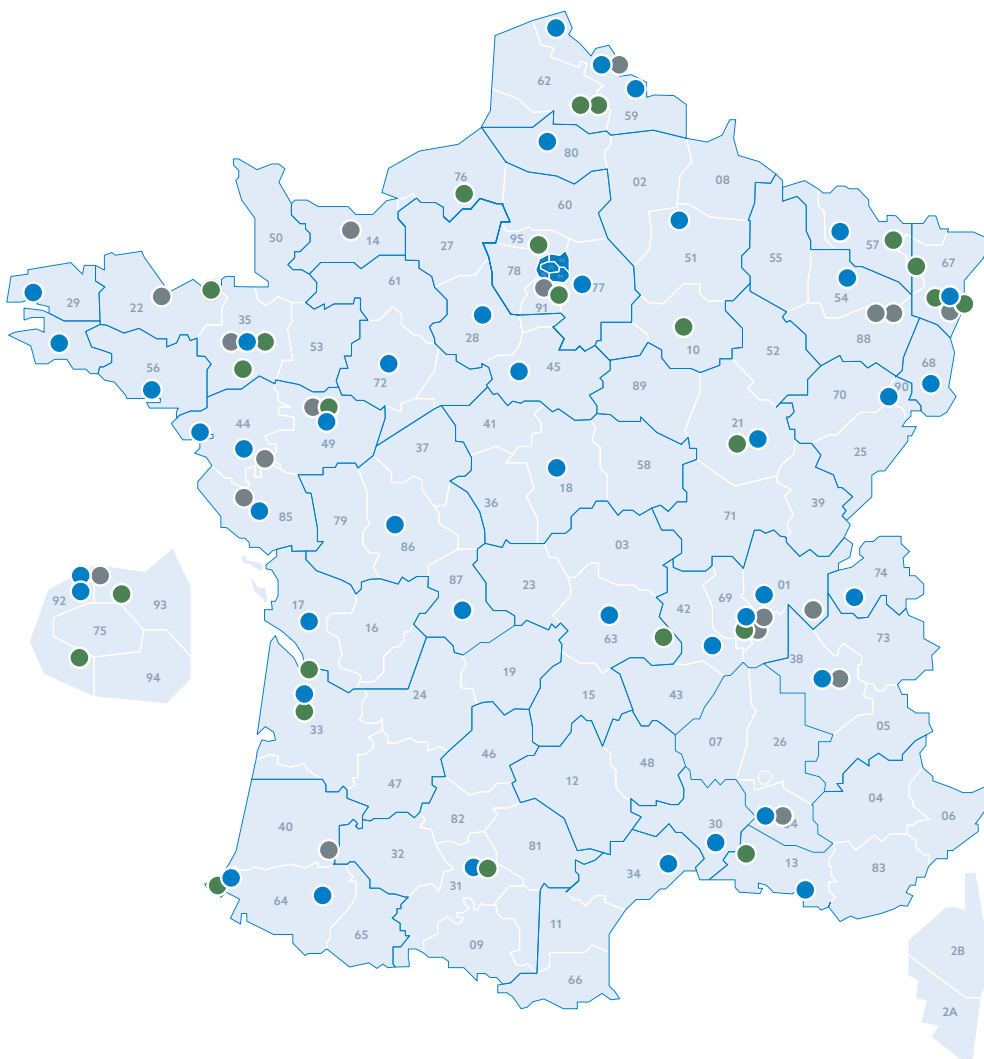
Departments



SOPRASSISTANCE: rapid
interventions, maintenance,
small jobs



Fire safety and smoke
extraction systems



81

works branches & subsidiaries in France in 2025

3,900

employees in France in 2025

14,000

jobs completed each year



Building envelope subsidiaries



Building frame and metalwork subsidiaries

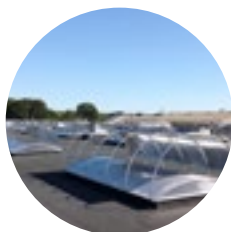


SOPREMA Entreprises branches

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



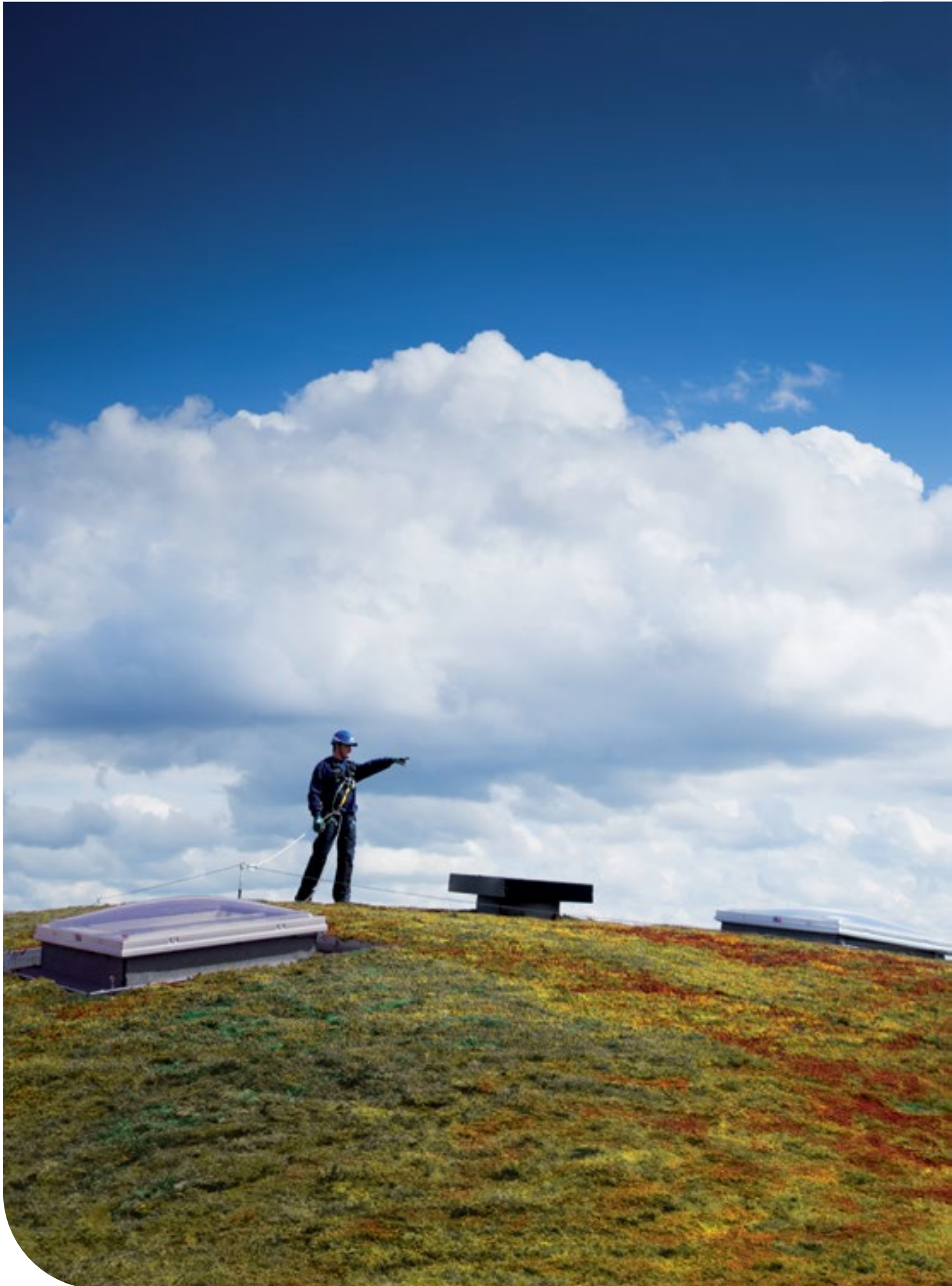
Natural & architectural smoke extraction



Natural lighting & ventilation



Consulting in fire safety & natural energy management



The SOPREMA Group's DNA

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

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

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

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

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



Reduction of the use of fossil fuels and materials in our products and factories.



Integration of societal issues as a pillar of the eco-design of our products.



Continuous improvement of the quality, performance and resilience of our solutions and systems.



The involvement of all our employees in close collaboration with our customers, taking account of their needs.



Re-use and recycling of our industrial waste and that of deconstruction sites.

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

The Group's business model

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

1

Responsible sourcing

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



2

Exemplary research and production

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



3

Local sales and logistics

- Giving strong guarantees
- Digitalising processes
- Training and informing our customers
- Prioritising geographic proximity with our customers
- Introducing carbon KPIs for transport and logistics operations



4

Quality implementation

- Providing support and follow-up
- Tailoring our approach to each project and its specific challenges
- Taking account of health and quality of life at work
- Sorting and recycling a maximum of materials on building sites



5

Low-carbon buildings

- Adapting and extending building lifespans
- Offering a range of products with the lowest possible carbon footprint
- Making buildings efficient and resilient



6

Responsible product offering

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







03

ANTI-CORRUPTION PRACTICES

Anti-corruption practices

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

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

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

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

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



Identify and analyse the risks to which the Group could be exposed (i.e. risk mapping – regularly updated).



Manage those risks by taking preventive actions (i.e. targeted and general awareness-raising measures, introduction of a Code of Conduct, etc.), detection (i.e. an internal whistleblowing system, stronger control measures) and remediation (i.e. corrective actions, disciplinary measures).

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





04

SOPREMA GROUP'S CARBON TRAJECTORY

Photo credit © Atypix

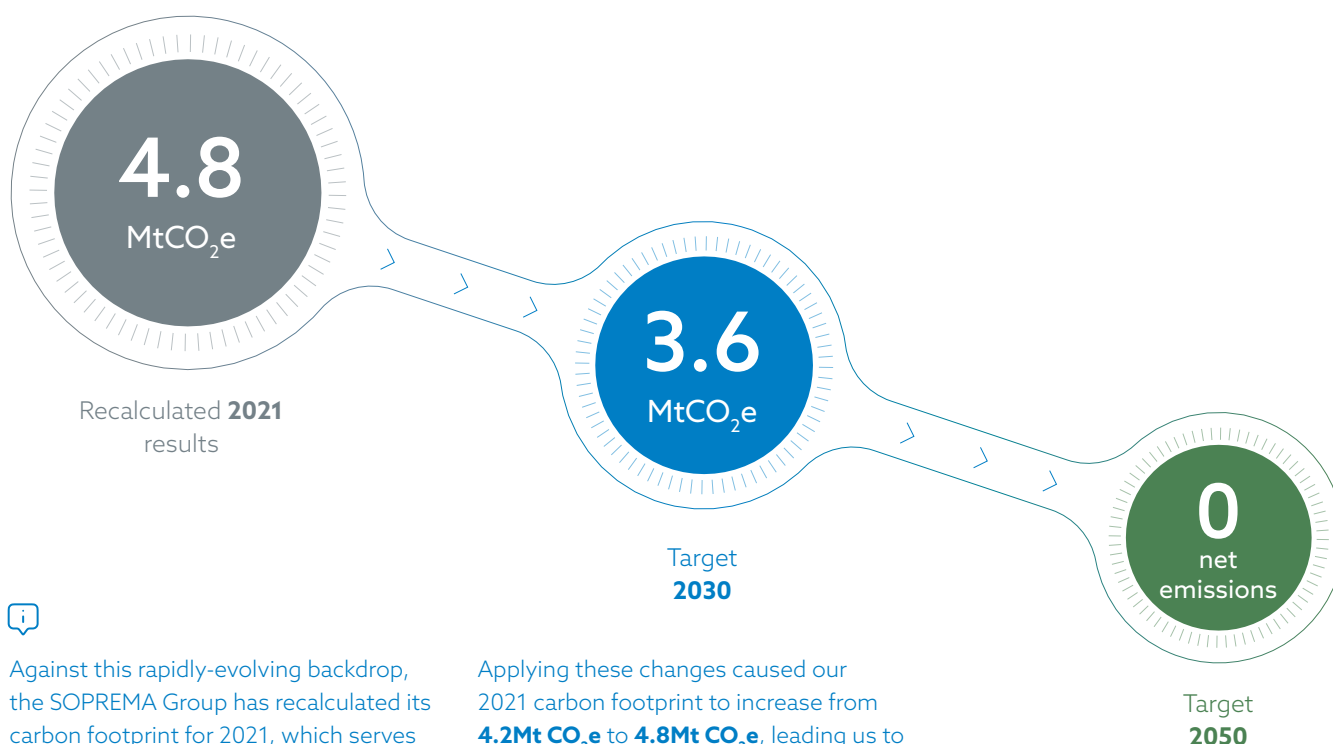
SOPREMA Group's carbon trajectory

At a time when the low-carbon transition is facing growing political and economic pressures, the environmental backlash is exposing deep tensions between the ambitions of the Paris Agreement and the realities in the field, which may in turn affect how public and private sector stakeholders shape their strategies.

The SOPREMA Group's position and ambition are unchanged. Carbon management remains central to our strategy and one of our top priorities. Because we recognise that delivering on our low-carbon trajectory requires rigorous internal control of CO₂ data, SOPREMA continues to attach special importance to high-quality reporting and reliable data. Identifying and reporting all activities that generate a carbon impact remains a key focus for us, even where that

could potentially lead to an increase in our reported overall footprint. We are also continuing to improve the accuracy of our carbon measurement processes by regularly updating emission factors, adjusting our methods, and introducing greater automation in our ERP systems. Today, our carbon footprint is a dynamic indicator that continues to evolve to keep pace not just with scientific and regulatory developments, but our growing internal expertise in carbon management.

Recalculation of the carbon footprint for 2021 and revised carbon trajectory



Against this rapidly-evolving backdrop, the SOPREMA Group has recalculated its carbon footprint for 2021, which serves as its reference year, to reflect the main changes in emission factors identified by the 2024 carbon assessment.

Applying these changes caused our 2021 carbon footprint to increase from 4.2Mt CO₂e to 4.8Mt CO₂e, leading us to revise our low-carbon trajectory and our 2030 reduction targets in line with the Paris Agreement.

Calculation of the 2024 carbon footprint and prospects for 2026

SOPREMA has also recalculated its carbon footprint for the year 2024 following the same methodology based on the "GHG protocol" and the recommendations of the SBTi.



*Same site scope as 2021

The 2024 results are stable compared to the recalculated 2021 figures, even though 2024 was a year marked by organic growth of the Group and more accurate non-financial reporting. SOPREMA must therefore continue its efforts by activating the levers that will enable it to reach its inflection point. To that end, in early 2026, SOPREMA France committed to a special approach developed by the French eco-transition agency ADEME in partnership with CDP. Known as "ACT Step-by-Step" (Accelerate Climate Transition), the process aims to strengthen and better coordinate our low carbon trajectory. The ACT methodology, which is internationally recognised and based on sound science, will enable us to build a credible decarbonisation strategy aligned with the Paris Agreement.



External growth and carbon footprint

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





05

THE CHALLENGES FACING SOPREMA

Materiality matrix

Photo credit © Alex Meaux

Materiality matrix

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

- **Manage its** sustainable development objectives.
- **Link** its business lines to overall Group performance.
- **Give meaning** to its employees and unite teams.
- **Reinforce** internal and external communication on non-financial subjects.

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

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

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

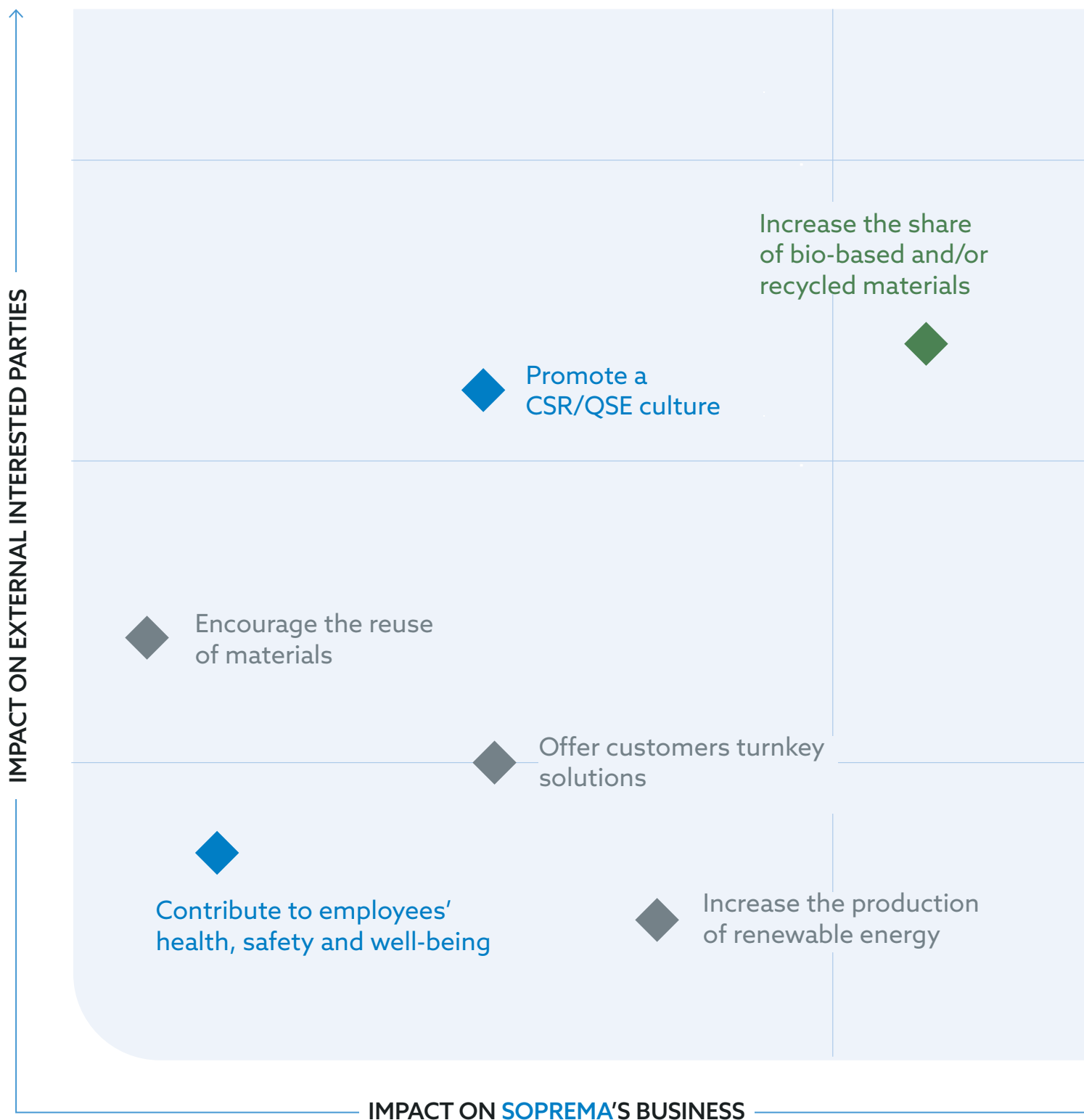
Each of the issues in the “key and strategic issues” area of the map was subjected to an internal risk analysis, followed by the formulation of a commitment linked to an indicator. A target was systematically set for 2030 in order to give a direction to our actions. It should be noted that actions linked to one issue may actually feed into several issues.

In 2025, we continued our conversations with people throughout the Group to ensure that the non-financial issues and risks identified remain relevant to stakeholder expectations. We can confirm that this is the case, enabling us to continue the work already underway. However, we have decided to remove “digitise our tools” and “develop recycling solutions”, as these are now fully embedded in our operations.



Photo credit © Basephotography

Key and strategic issues





PEOPLE FIRST



CIRCULAR ECONOMY



BUILDING FOR TOMORROW

Strategic areas for SOPREMA

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



PEOPLE FIRST



CIRCULAR ECONOMY



BUILDING FOR TOMORROW







06

RISKS, POLICIES AND MEASURES RELATED TO THE CHALLENGES

Photo credit © Atypix

1

REDUCE OUR GHG EMISSIONS

Sustainable
Development
Goals

MEASURES TO
COMBAT CLIMATE
CHANGE



PEOPLE FIRST



CIRCULAR
ECONOMY



BUILDING FOR
TOMORROW

Every year we calculate our carbon footprint as rigorously as we can, taking into account not just the latest scientific advances and regulatory changes, but our own growing capabilities.

Improving our CO₂ reporting and data reliability, along with improving visibility and control over all carbon-impacting flows, remain key priorities as we move towards an inflection point in our carbon trajectory. Reducing GHG emissions is indeed a major issue across all three of our CSR pillars. It constitutes our strongest commitment in our efforts to combat climate change.

The vast majority of the policies and measures described in this document contribute to our reduction objectives. And so our low-carbon trajectory is integral to all of our activities, from the eco-design phase in Research and Development through to the end of life of our products.

Group carbon footprint for 2024 (scopes 1, 2 and 3)
Same site scope as 2021

4.8 Mt CO₂e



SOPREMA FRANCE

gains FRET21 certification: a new milestone on the road to net zero logistics

SOPREMA has reached a new milestone in its environmental journey with the award of the **FRET21** label, a scheme developed by ADEME that recognises concrete actions taken to reduce the carbon impact of transport and logistics activities.

A decade in the making

For over ten years, SOPREMA has been continuously improving its logistics practices with a clear objective: to reduce emissions from the transport of goods. The external audit carried out as part of the certification process confirmed that this approach is being applied consistently and effectively.

Key actions for more sustainable logistics:



Multimodal transport and modal shift to inland waterways. The **Calypso** project, launched on the Rhine in 2013, is a good example of this trend, with some **800 trucks moved off the roads every year and 65%** of bitumen supplies to the Strasbourg plant arriving via the river.



Optimised logistics chain. SOPREMA is also improving truck fill rates, optimising delivery routes, and reducing empty runs, all of which help make every logistics operation more efficient.



Closer proximity to customers. Thanks to our dense network of plants and distribution centres across France, transport distances are reduced, helping to limit emissions whilst also ensuring better product availability.



Committed transport partners. The Group works with an ecosystem of responsible transport providers, **80%** of whom have signed up to environmental charters or certified schemes, including the EVE programme developed by ADEME.



SOPREMA ENTREPRISES

goes electric to cut vehicle emissions

In line with the SOPREMA Group's climate commitments, historically based on monitoring fossil fuel consumption by its vehicle fleet, SOPREMA ENTREPRISES is continuing to reduce its business travel emissions footprint by accelerating the transition of its vehicle fleet. Previous Non-Financial Performance Report already highlighted a clear shift towards a lower-emissions fleet, although a significant proportion of internal combustion vehicles remained in use.



In 2025, **43% of new vehicles were already aligned with decarbonisation objectives.**



In 2026, the process is accelerating significantly: **90% of new cars ordered are electric**, marking a change of scale in the Group's mobility strategy.

This reflects our clear commitment to reducing the long-term carbon footprint of our operations, while providing employees with lower-emission modes of travel for work.



SOPREMA CANADA

wins at the Green Solutions Awards for the Woodstock plant

In November 2025, the bituminous membrane manufacturing plant in Woodstock (Ontario, Canada) was awarded the Smart Building prize (Industrial Building category) at the prestigious Green Solutions Awards, held to coincide with COP30 in Brazil. The award recognises the innovative design and strong performance of the plant, which has also obtained LEED v4 certification. The achievement was shared with Canadian partners POMERLEAU (general contractor) and LEMAY (architect). Overall, the building's carbon footprint is **12% smaller** than that of a reference building, when considering the production of construction materials, the building's use phase, and its end-of-life.



SOPREMA SPAIN

adopts heat recovery solutions to improve energy efficiency

In 2025, SOPREMA's Castellbisbal site in Spain advanced the Group's decarbonisation strategy by installing a high-performance gas boiler with a heat recovery system to capture energy that would otherwise be lost in combustion gases. The system is based on a 3 MW vertical thermal fluid boiler with forced circulation through radiant and convective coils, and a low-overpressure combustion chamber designed for maximum efficiency. The heat recovery unit captures waste heat from flue gases, increasing the boiler's overall efficiency to 95%. This upgrade delivers significant environmental benefits **by reducing annual energy consumption by 2,310 MWh**, and reinforces the Group's commitment to continuously improving energy performance and reducing greenhouse gas emissions from its operations.



SOPREMA BRAZIL

combines shipments to reduce the carbon footprint of deliveries

SOPREMA Brazil's Suzano site and Rockfibras in Guararema have launched a joint initiative to optimise freight operations and reduce the environmental impact of transport. Under a cooperation agreement between the two sites, outbound shipments to Feira de Santana have been consolidated, with Guararema's low-density rock wool products shipped alongside bituminous membranes produced at Suzano. By adjusting packaging and loading configurations, the local teams have been able to maximise truck capacity and establish a single, shared freight route. The new arrangement covers a nearly 2,000 km route operated around 80 times per year and has **reduced the number of trucks needed for deliveries from Guararema by up to 50%**. In addition to the economic benefits, the initiative directly reduces CO₂ emissions by cutting long-distance freight movements, whilst reinforcing the company's commitment to smarter, more efficient, and more sustainable logistics solutions.



SOPREMA BRAZIL

chooses clean and competitive energy

SOPREMA Brazil's Suzano, Cesário, and Rockfibras sites are prioritising the purchase of electricity under the I5 incentive scheme, which encourages the use of renewables such as wind, solar, biomass, and small hydro-electric plants. Although this option involves higher contracting costs, it provides at least a 50% reduction in transmission and distribution charges (TUSD/TUST), making renewable electricity increasingly competitive compared with conventional grid power. This approach supports the company's transition towards a cleaner energy mix and strengthens its commitment to increasing the use of renewables in its operations.



SOPREMA BRAZIL

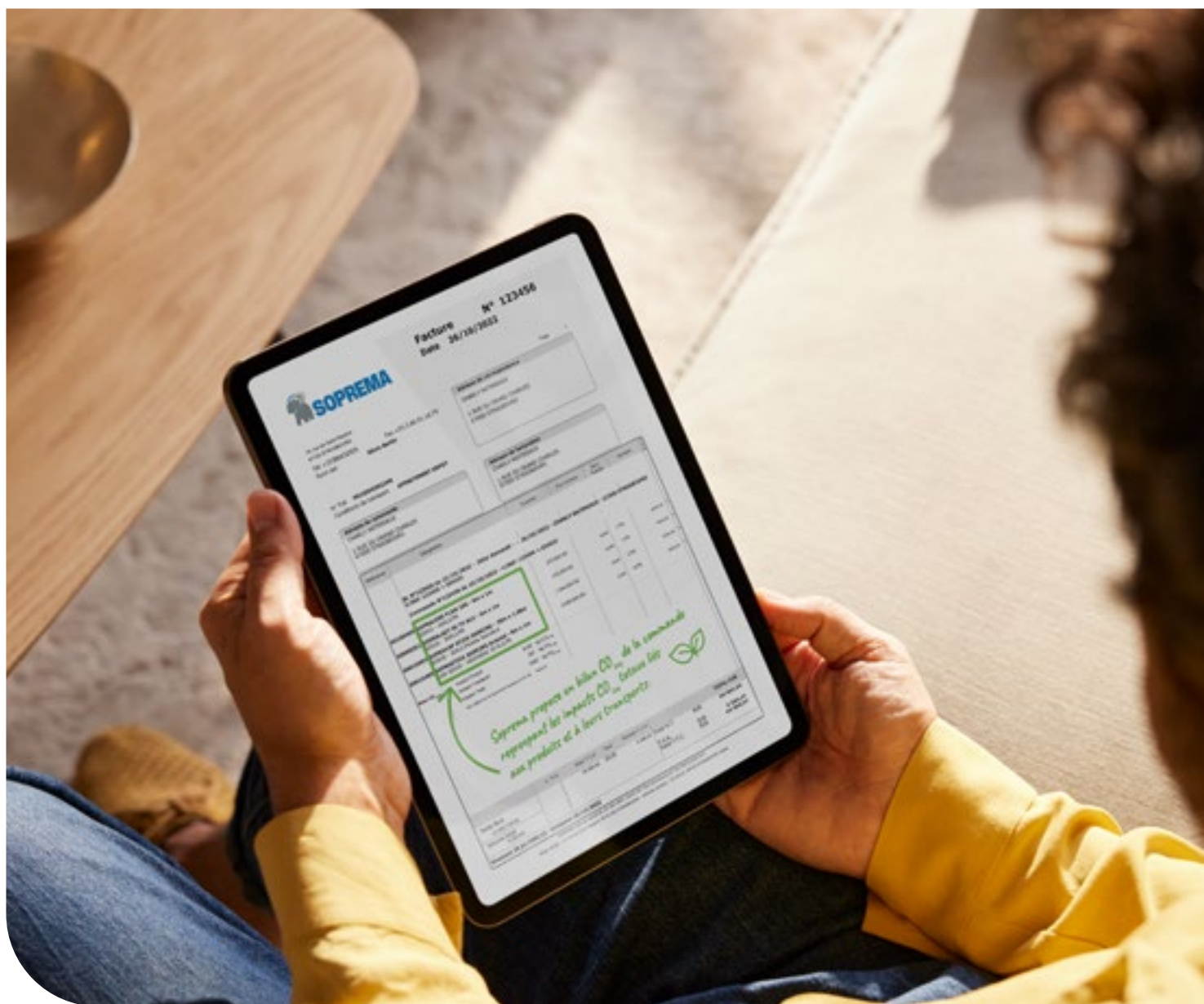
plants and protects to restore local biodiversity

In 2025, the Feira de Santana facility in Brazil embarked on a major environmental initiative to plant young trees and protect native species within the site. Dozens of native tree species were planted, helping to restore and enhance local biodiversity.

At the same time, by taking measures to preserve existing trees, the site is demonstrating its commitment to protecting natural resources and restoring local ecosystems. In addition to the environmental benefits, the initiative has also encouraged employees to do their part and raised awareness of sustainable practices, helping to foster a more proactive environmental culture in line with the Group's wider CSR values.

 focus

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



A concrete measure to reduce GHG emissions

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

A pioneering commitment in the industry

SOPREMA is the first in the industry to include such environmental data in its quotes and invoices. An initiative launched in France in October 2022 when it started to include the carbon footprint of its solutions on its invoices, followed by its quotes in April 2023.

Other European countries including Portugal, Ireland, Sweden, and the Netherlands adopted the policy shortly afterwards, with Canada following suit more recently in late 2025.

Why measure and display our products' carbon footprint?

The objective is clear: to help our customers make more responsible choices. This initiative is part of SOPREMA's overall strategy to reduce the carbon footprint of the construction industry.

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

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

This approach not only provides our customers with useful information, but also supports decision-making across the entire value chain:

 **R&D / Manufacturing:** designing more resource-efficient products, using fewer fossil-based materials, and improving recyclability.

 **Procurement:** challenging and selecting suppliers with the best-performing carbon value chains.

 **Logistics:** choosing the mode of transport with the lowest-emissions for each delivery, by using a dedicated tool. Transport accounts for nearly 10% of the Group's footprint, and so SOPREMA, recently awarded FRET21 certification, relies on a network of committed partners (80% of carriers have signed up to environmental charters or FRET21-certified schemes).

Understanding and interpreting the carbon footprint

Our products' carbon footprint is expressed in **kgCO₂eq/sales unit** and is based on modules A1, A2 and A3 (production impact) in individual or collective EPDs.

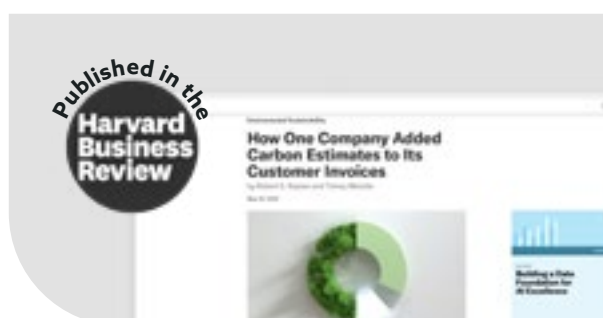
Our bio-based insulation materials (in particular cellulose wadding) allow us, based on current scientific knowledge, to say that this type of insulation sequesters carbon. That's why we are able to use a "-" sign on our quotes and invoices for the GHG part.

A development that moves the industry forward

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

A pioneering approach featured in the Harvard Business Review

Our approach has been analysed in a study published in the Harvard Business Review, focusing on the use of the **E-Liability** method. The study explains how data is put together for inclusion on our invoices and quotations, **showing CO₂ emissions across the value chain and helping identify where they can be reduced most effectively.**



2

PROMOTE A CSR/HSE CULTURE

Sustainable
Development
Goals

MEASURES TO
COMBAT CLIMATE
CHANGE

To reduce our emissions wherever they take place, each employee is invited to take ownership of the role they can play in achieving the Group's emission reduction objectives. That is why we are committed to promoting a CSR/HSE culture with as many of our staff as we can, with Climate Fresk sessions for example, whilst also encouraging responsible behaviours.



BUILDING FOR
TOMORROW

As we make the transition to low-emission vehicles, we have chosen to track the number of charging stations available. This simple metric enables us to monitor the way our low-emission fleet is being deployed and to manage the associated risks, while also contributing to Scope 1 emissions reductions. By making it easier to recharge at the workplace, we are also encouraging employees to make the switch to electric and hybrid vehicles.

More generally, societal initiatives at the Group are actively encouraged as a way of generating positive environmental externalities.

Through this wide range of actions, we are helping to create a better society.

Number of charging stations
for hybrid and electric vehicles

453



SOPREMA FRANCE

takes part in the Triplettes Roses challenge: fighting cancer together

From 28 February to 8 March 2026, SOPREMA took part in the **Triplettes Roses challenge**, a charity sports initiative supporting the fight against **triple-negative breast cancer**, a rare and aggressive form of cancer that mainly affects younger women.

Over ten days, employees were encouraged to take part in physical activity and log it online. Every kilometre walked or run was added to the **SOPREMA team** total, turning individual effort into a shared collective achievement.

SOPREMA staff played their part with tremendous enthusiasm and commitment, **with 49 employees clocking up a combined total of 2,517 km.**

The **Triplettes Roses Collective**, founded in 2021, works to:

- raise awareness of this lesser-known form of cancer,
- improve access to innovative treatments,
- support research through fundraising and solidarity initiatives.



SOPREMA SWITZERLAND

lets young people discover what we do

SOPREMA Switzerland took part in National Career Orientation Day for the first time, hosting the event at its Spreitenbach site. Teenagers were given the opportunity to spend a day at SOPREMA, in many cases through their parents or relatives. They were able to learn about the company's activities and the different careers available at the Group. In the afternoon, participants were also able to weld a small bag made from a TPO membrane and take it home with them. National Career Orientation Day aims to give young people insight into a wide range of professions, while also encouraging them to explore potential career paths.



SOPREMA CANADA

launches a community engagement programme

Since spring 2025, all SOPREMA Canada employees have been able to take part in one full day of team-based community engagement per year. The programme is designed to generate a positive impact for SOPREMA's local communities in Canada, whilst encouraging employees to get involved. All of the activities are aligned with SOPREMA Canada's wider sustainable development commitments.



SOPREMA USA

unites staff for a solidarity food drive

In October 2025, employees at SOPREMA's US division took part in a month-long charity initiative to collect food, dry goods, and other household items in support of people experiencing food insecurity.

With more than 100 staff contributing over 700 kg of food, along with financial donations, the total impact was equivalent to around 5,000 meals.

Donations were distributed to local food banks and Feeding America, a national organisation working to fight hunger.

All SOPREMA sites in the United States took part, reflecting strong employee engagement in the initiative. Together, these efforts create a positive impact and reinforce SOPREMA's ongoing commitment to sustainability and social responsibility.



SOPREMA PORTUGAL

helps local communities deal with the impact of climate hazards

In early 2026, following the severe impact of Storm Kristin, SOPREMA Portugal donated around 80 tonnes of repair and waterproofing materials to municipalities affected by the storm. Extreme weather events like this are becoming increasingly frequent and intense due to climate change, and many residential, commercial, and industrial buildings suffered significant damage, with roofs and external surfaces left exposed to heavy rainfall in the days that followed. The donation helped support urgent repair work, enabling local communities to protect infrastructure and prevent further damage. The initiative is a sign of SOPREMA's commitment to resilience, solidarity, and support for communities facing growing climate challenges.



SOPREMA ITALY

introduces workplace improvements to ensure employee well-being

Several improvement projects were completed at the Group's Italian sites this year, all aimed at ensuring the health, safety, and well-being of staff. At San Vito, new changing rooms, a refurbished break area, and modernised offices were created to provide a more comfortable and functional working environment. At Verolanuova, several production and industrial office spaces were renovated, whilst a new meeting room was added for the sales teams, improving the operational and collaborative spaces at the site. At Loria, office areas were also modernised to improve day-to-day working conditions. These improvements reflect our ongoing commitment to providing safer, more comfortable, and more welcoming workplaces for all employees at our sites.



SOPREMA NORTHERN EUROPE

launches a regional platform to promote a shared sustainability culture

In 2025, SOPREMA Northern Europe officially launched its S-HUB (Sustainability HUB), a new regional platform designed to improve ESG governance and encourage country teams to share knowledge and align their practices. Teams across the region got their first introduction to the S-HUB with its debut initiative: the Northern Europe Sustainable Development Conference, a three-day event attended by staff from the Group's Technical, Sales, R&D, Operations, Procurement, and Marketing departments. The conference included expert-led sessions on decarbonisation, CO₂ data governance, circularity, eco-anxiety, greenwashing prevention, and CSRD readiness, whilst also giving participating countries the opportunity to share progress and best practices. Since the event, the S-HUB has continued to support collaboration through harmonised tools designed to encourage monthly exchanges, structured training sessions, and cross-functional training programmes.



SOPREMA UK

steps up support for local communities through socially responsible initiatives

In 2025, SOPREMA UK continued to expand its community engagement efforts by working closely with local organisations. Employees at the Eggborough site partnered with a nearby school to redevelop an outdoor wildlife area, transforming it into a pleasant and practical educational space for children.

The project created a safe and engaging environment where pupils can explore and learn about nature. Students followed the transformation with great enthusiasm and showed a strong interest in the work as it progressed.

The initiative reflects SOPREMA UK's commitment to practical action, encouraging employees to take a hands-on role whilst supporting education, well-being, and community development.

3

ENSURE KNOW-HOW AND SKILLS ARE PASSED ON

Sustainable
Development
Goals

QUALITY
EDUCATION

DECENT WORK
AND ECONOMIC
GROWTH



PEOPLE FIRST

Know-how built up over almost 120 years! With more than 13,000 employees, the SOPREMA Group possesses a precious and varied body of skills that it is indispensable to preserve, pass on and especially develop.

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

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

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

In 2025, the indicator showed a slight dip, although our 2030 targets remain unchanged.

Average number of hours' training per employee (FCP1)

11.56 hours



SOPREMA FRANCE trains its sales teams with Sopraschool

Delivered as a webinar series, this internal training programme regularly brings together around 100 members of the sales team. Each session is led by experts focusing on key topics relevant to the business, including new products and services, changes in standards and regulations, and wider societal themes. In 2025, nearly ten different topics were covered.

The sessions also include Q&A discussions, giving participants the opportunity to share feedback from the field and clarify essential points.

The regular format ensures continuous upskilling, enabling sales teams to stay fully up-to-date and provide customers with the best possible guidance and support.

SOPREMA ENTREPRISES helps operational staff to develop their skills

At SOPREMA ENTREPRISES, upskilling and knowledge sharing are key drivers of long-term performance and safe working practices. In 2025, improvements were made to its training policy designed to support all employees, particularly front-line staff and managers. The results have been positive, with **81.8%** of employees receiving a total of **45,360 hours** of training, and an average of **19 hours** of training time per employee. The policy now combines classroom sessions, mandatory regulatory training, and on-the-job support, and is designed to meet both safety and quality requirements and the day-to-day realities of on-site operations. Digital tools are also used to ensure everyone has access to learning content. Some 1,700 hours of training have been delivered via the MyLearning platform, improving accessibility, encouraging greater autonomy for employees, and helping embed key skills throughout the organisation.

SOPREMA USA

modernises onboarding to improve the new employee experience

In 2025, the Learning and Development team in the United States redesigned its onboarding programme with the launch of **SOPREMA Foundations**, a two-day course designed to provide a more structured and engaging experience for new employees.

The updated programme includes shorter, more targeted presentations, along with introductions to the different departments led by managers from across the organisation. The aim is to help new hires better understand how SOPREMA is organised and how its teams work together.

The new-look onboarding journey was designed based on feedback from internal working groups and regular employee surveys. It now includes tours of plants, laboratories, and SOPREMA's new US headquarters, giving employees a deeper understanding of the company's activities and culture.

The programme also features an innovative and interactive new training tool: a SOPREMA demonstrator house. The model showcases more than 30 products from the Group's different brands and supports immersive learning at the Wadsworth training centre.



SOPREMA BELUX

puts sustainability at the heart of employee training

In 2025, SOPREMA Belux stepped up its **People First** policy with a comprehensive new staff training programme focused on sustainability, product expertise, and operational excellence.

All employees took part in educational sessions and SOPRALOOP webinars designed to give them a better understanding of circularity, waste recovery and recycling.

The sales, technical, and specification teams also completed dedicated training modules adapted specially for their activities, covering topics such as product carbon intensity, the LCA-to-EPD methodology, and circular economy principles.

This structured approach helps ensure consistent company-wide knowledge sharing, equips teams to respond to evolving climate, circular economy and regulatory challenges, and embeds sustainability expertise throughout the business, consolidating SOPREMA's position as a provider of global solutions.



SOPREMA EASTERN EUROPE

develops technical skills with waterproofing training programmes

 At **MIDA**, line operators are trained to work multiple posts, helping teams develop greater versatility on the production floor.

 **SOPREMA Poland** has also introduced cross-training programmes covering all production roles.

 **The Fibrotermica site** is supporting vocational training in waterproofing with dedicated theory courses.

In partnership with the Debrecen SZC Construction Technology and Technical Vocational School, Fibrotermica Hungary Kft. is supporting both theoretical and hands-on training for students.

The theory modules introduce different waterproofing materials, their main technical characteristics, and their applications. Students also learn about selected SOPREMA products, including ALSAN waterproof coatings, bituminous membranes, and PVC/TPO membranes, before working with them during practical sessions.

During the hands-on training, students work on mock-up models, horizontal and vertical joints, and install roofing accessories. They also practise torch welding for bituminous membranes and hot-air welding techniques for synthetic waterproofing membranes.



SOPREMA ITALY

develops inter-site technical expertise with XPS training

In Italy, SOPREMA has launched a knowledge-sharing and staff development initiative to support the start-up of the new XPS production line in Frigento. The project reflects the Group's commitment to social responsibility through continued investment in upskilling and long-term employability.

The training programme is based on hands-on learning and knowledge sharing between sites. As part of the initiative, four new team leaders completed around nine months of training at the Verolanuova site, where they gained solid technical and operational skills in XPS insulation production.

Taking part directly in the installation of the new production line also helped consolidate the knowledge they had acquired. At the same time, other employees were brought into the teams at Frigento and trained on-site with the help of experienced mentors from Verolanuova. This approach encouraged greater collaboration and ensured local staff were able to upskill more quickly.



SOPREMA PORTUGAL

promotes internal communication to support knowledge sharing between teams

At SOPREMA Portugal, internal communication has been improved with a redesigned monthly newsletter designed to encourage knowledge sharing across the organisation.

The newsletter features new employees, shines a light on the work of different teams and departments, and shows how they contribute to the company's success.

It also includes updates on new products and significant sales wins, helping employees stay up to date with all the latest news about the business.

By encouraging more transparency, cross-departmental awareness, and continuous learning, this monthly initiative helps disseminate know-how, expertise, and strategy more effectively throughout the organisation.



Training at the heart of SOPREMA's worldwide growth strategy



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

In 2023, SOPREMA had 48 training centres around the world. The network has since been expanded and there are now 62 centres in 16 countries!

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



To constantly enhance our employees' knowledge and skills.



To offer quality training for building professionals which gives them the skills needed to ensure optimum installation of our products and solutions, thereby guaranteeing their durability and long-term performance.

Mitry-Mory: a new centre with a promising future

Since opening in 2025, the Mitry-Mory site has set a new benchmark for technical training, with 13 sessions delivered and 120 professionals trained. These results are clear evidence of the programme's appeal and the confidence it has gained within the industry.

The extensive catalogue of training modules covers SOPREMA's core areas of expertise: synthetic waterproofing (PVC, TPO), bituminous systems on a variety of substrates, and liquid-applied PMMA solutions. It also includes modules on bio-based insulation (rendered wood fibre, cellulose wadding), plus rooftop functionality options such as greening and water management.

Designed to meet real-world needs, the courses target both applicators and worksite supervisors, with a

firmly hands-on approach. They enable participants to refresh their existing skills, acquire new ones, and apply innovative solutions directly on site.

The strong uptake in 2025 points to real demand for high added value technical training. It also underlines the Mitry-Mory site's ability to support professionals effectively in an industry with increasingly stringent technical, regulatory, and environmental requirements.



Photo credit © Patrick Boehler

4

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

Sustainable
Development
Goals

HEALTH AND
WELL-BEING



PEOPLE
FIRST

Our activities across multiple sectors of industry and construction have led us to do everything possible to reduce accidents and greatly improve working conditions.

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

We have seen an improvement in our accident frequency rate since 2024, whilst the severity rate of accidents has fallen significantly this year - a highly encouraging trend.

We are continuing to monitor these indicators closely, with the aim of making continued year-on-year progress across the Group.

Several sites have a zero accident rate - empirical proof that it can be done! Safety is more than ever a matter for everyone.

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

Frequency rate for
workplace accidents (TF1)

23.01

Severity rate for
workplace accidents (TG)

0.94



SOPREMA FRANCE

makes everyday life easier for staff with a concierge service

At our headquarters, a concierge service is available to all employees to make everyday life more convenient and improve the workplace experience. It offers all personnel a wide range of practical services, including dry cleaning, shoe repairs, bicycle repairs, and car washing, helping them save time in their daily routines.

In addition, the concierge service runs a selection of activities designed to promote well-being, including massage sessions and sophrology workshops to help employees recharge their batteries and maintain a healthy work-life balance. It also encourages creativity with manual activities like candle making, flower arranging, and sewing.

In line with its commitment to sustainability, the service runs awareness sessions on issues such as waste sorting and recycling.

New activities are organised each week, offering opportunities to learn, share, and unwind.

Employees receive regular emails with information about all of the services and activities available, so they can plan ahead and get the full benefit. The concierge service is designed to improve daily working life and promote staff well-being.



SOPREMA UK

improves workplace well-being with H&S certifications and online tools

In 2025, SOPREMA UK continued to build on its "People First" approach by stepping up its health, safety, and well-being culture at all sites across the country. The IHASCO e-learning platform has been rolled out to every part of the organisation, providing employees with a one-stop-shop for mandatory training modules on health, safety, and well-being. All field technicians are now CSCS certified, confirming they are qualified to work safely on UK construction sites. First aiders are in place at all sites to provide immediate support and respond quickly when incidents occur.

In addition, 51 drone inspections were carried out to assess roof conditions where physical access would have posed a risk, significantly reducing exposure to hazardous environments. Together, these changes show SOPREMA UK's unwavering commitment to protecting employees, improving safety performance levels, and guaranteeing a more staff-friendly working environment.



SOPREMA SWITZERLAND

modernises changing facilities to improve staff comfort

The changing room at the SOPREMA AG site in Spreitenbach has been fully renovated. New modern lockers and a more open layout have created additional space, making the area easier to navigate and contributing to a more pleasant working environment.

Better use of the available space, together with additional seating, has improved day-to-day comfort and helped make daily routines more efficient.

The upgrades are part of an ongoing effort to improve working conditions and promote well-being for everyone at the company.



SOPREMA USA

goes 4,000 days without a lost-time accident

In August 2025, line 1 at the Wadsworth, Ohio site marked its 4,000th consecutive day without a lost-time accident - an impressive achievement made possible by common sense decision-making and a culture of co-workers looking out for one another.

Safety remains SOPREMA's top priority, not just as a metric or a message, but as the very basis of its corporate culture. When employees feel safe - physically, mentally, environmentally - they are able to be the best version of themselves, innovating, collaborating, and delivering with confidence.

The achievement reflects a proudly shared commitment to working safely, every single day.



5

SORT WASTE BETTER/REDUCE WASTE

Sustainable
Development
Goals

LIFE BELOW
WATER

LIFE ON LAND



CIRCULAR
ECONOMY

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

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

We continued to improve our performance on this metric in 2025, and are currently in the process of adopting additional indicators.

There is still plenty of scope to do better. We must therefore keep up our efforts in this crucial area for the building industry, whatever the country.

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

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

Non-hazardous waste performance rate

0.60



SOPREMA FRANCE

teaches its employees about the importance of proper waste sorting

Following a series of workshops explaining the main challenges around waste management, we have made changes to waste handling practices at the Grand Charles site.

We have also set an ambitious sorting target, aiming to achieve **a 70% rate by the end of 2026, up from an average of 50% in 2025.**

Within the first two months, the site had already reached an average of 60%.

To meet the 70% target, we will be taking three key actions:

- ① **Educating:** ambassadors have been appointed to disseminate best practices and encourage employees to sort their waste. Signage has also been updated to make sorting simpler.
- ② **Applying the principle:** "The best waste is the waste you don't produce."
- ③ **Realising that sorting is essential:** unsorted waste ends up at incineration plants or landfills with increasingly limited capacity. All our other waste must be sorted and recycled.



SOPREMA UK

introduces standardised waste sorting at all sites

In 2025, SOPREMA UK significantly stepped up its circular economy approach by introducing a standardised waste sorting programme at all of its sites, aimed at improving recycling quality and reducing avoidable waste.

In addition to installing waste sorting infrastructure, the initiative sought to change behaviours, with employees receiving targeted training on best practices, the importance of using resources efficiently, and the environmental impact of poorly managed waste streams. Clear, colour-coded signs were introduced at factories and warehouses to make sorting more intuitive and consistent.

Together, these measures have helped reinforce sustainable habits in day-to-day operations, reduce the amount of mixed waste generated, and pave the way for higher recycling rates as part of a circular approach. The initiative reflects SOPREMA UK's commitment to responsible operations and its continued alignment with the Group's circular economy ambitions.



SOPREMA BRAZIL

scales up reverse logistics and plastic reuse at the Suzano site

In 2025, SOPREMA Brazil's Suzano site took some important steps by ramping up its reverse logistics and integrated waste management practices. Over the course of the year, the site recovered and recycled around 280 tonnes of post-consumer waste, including plastic packaging, cardboard and metals, under partnerships with specialist operators. These materials were reintroduced into recycling streams, helping reduce the environmental impact associated with disposal.

At the same time, the site increased the circularity of its operations by reusing materials that were sorted, separated, and reprocessed internally. Nearly 27 tonnes of plastic were reintroduced into the production process and turned into finished products, reducing reliance on virgin raw materials.

This approach supports circular economy principles, makes better use of resources, and improves operating efficiency, in line with the company's environmental commitments.

SOPREMA SWITZERLAND

introduces a streamlined office waste collection system to make recycling easier

A simplified recyclable waste collection system has been introduced at the company's offices. Each department now has its own collection point, allowing dry recyclable materials to be gathered together in a single stream.

Sorting and recycling are then handled externally by a specialist provider, eliminating the need for employees to sort waste themselves and making the system more user-friendly, whilst reducing sorting errors.

A concise guide also outlines which types of waste are excluded (e.g. food waste, liquids, hygiene products, and hazardous materials).

This practical initiative has significantly improved day to day office waste management.

SOPREMA BRAZIL

improves waste management to help protect water resources

At the Suzano site, SOPREMA Brazil has upgraded its waste management system by installing a full roof structure above the container storage area. The new covered space protects waste from direct exposure to rain and bad weather, which previously risked degrading materials and generating leachate.

Keeping waste sheltered and dry helps reduce the risk of nearby water resources becoming contaminated and is better for the environment.

In addition to preventing pollution, the new roof has also improved safety and handling conditions, illustrating the site's commitment to responsible waste management and the long-term protection of natural resources.



SOPREMA BELUX

teams up with the BRN to create a bitumen recycling network for the Benelux area

The Bitumen Recycling Network (BRN) is a joint Benelux-wide initiative developed in partnership with other manufacturers to arrange the collection and recycling of bitumen offcuts from roofing installations. The scheme is based on clear sorting guidelines and uses big bags specially designed for APP/SBS, helping keep waste clean and easy to transport to certified partners such as Seenons and Get2Green.

After collection and pre-treatment, the materials are sent to recycling facilities like ZLOOP in Grobbendonk, where they are turned into new raw materials for producing bituminous membranes.

As a shared industry platform, the BRN helps reduce reliance on virgin materials, improves the traceability of recovered waste flows, and supports the transition to a more circular roofing sector.

6

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

Sustainable Development Goals

RESPONSIBLE CONSUMPTION AND PRODUCTION



CIRCULAR ECONOMY



BUILDING FOR TOMORROW

In 2025, the SOPREMA Group reassessed its carbon footprint across the Group's entire value chain (scopes 1, 2 and 3). This confirmed the actions required in the areas emitting the most greenhouse gases.

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

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

This indicator shows significant year-on-year improvement across the Group's industrial operations.

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

19.6%



SOPREMA GROUP

revolutionises construction materials with the HIBISCUS project

The HIBISCUS project aims to replace fossil-based resources with renewable alternatives without sacrificing technical performance, cutting carbon emissions and promoting a European circular economy.

Fresh ideas for the building envelope

HIBISCUS is designed to show that bio-based construction materials are not just effective but suitable for large-scale industrial deployment, helping the sector reduce its dependence on fossil-based construction solutions. The project includes the development of:



roof waterproofing solutions (made using pine-derived chemicals and recycled cooking oils).



thermal and acoustic insulation solutions (made using vegetable oils, lignin, and carbohydrates).



a joinery solution (made using vegetable oils and lignin).

A 25% reduction in carbon footprint by 2029

Involving a consortium of 12 European partners led by SOPREMA, the HIBISCUS project aims to reduce emissions by 25% compared with the solutions currently used.



SOPREMA FRANCE

opens a new plant dedicated to bio-based cellulose insulation in Beaune

Operational since November 2025, the 14,700 m² facility is officially capable of producing up to 25,000 tonnes of bio-based insulation made from recycled glassine. It expands the Group's existing industrial footprint and improves coverage of eastern France, alongside the Cestas site.

From concept to reality: having made a strong R&D effort to develop a patented product, SOPREMA is now making the capital investments needed to bring it to market, translating its deep conviction into concrete results.

More than just about industrial performance, the site is rooted in the principles of the circular economy. Relying on an organised recycling chain involving around **900 suppliers in ten countries**, SOPREMA is extracting real value from a material that remains significantly underutilised. The two-pronged aim is to reduce waste whilst limiting the carbon footprint of transport and production.

Designed to set a new benchmark, the plant boasts multiple sustainable features, including bio-based insulation, a green roof, rainwater harvesting systems, and Cool Roof technology to support thermal regulation.

Key figures:



The Beaune plant produces enough insulation for **160 attics every day**.



1 tonne of glassine = **2 attics insulated**.



SOPREMA EASTERN EUROPE

maximises recycled content ratio in XPS production at Fibrotermica

Fibrotermica Hungary Kft. has prioritised increasing the proportion of regranulated polystyrene used in its extruded polystyrene (XPS). The move saw the site consistently achieve a recycled content ratio of over 90% in 2025, with one production line even managing a figure of **99% for the year**.

The company is also continuously improving on-site recycling performance. Following an investment in 2024, production of recycled granules used for XPS reached 1,528 tonnes in 2025, a 40% year-on-year increase.

The logo consists of a blue eye icon followed by the word "focus" in a bold, blue, sans-serif font.

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



Photo credit © Atypix

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

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

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

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

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

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



focus

Concrete examples of valorisation by SOPREMA



Plastic recycling with a new polyol plant

Construction of SOPREMA's new polyol plant in Drummondville (Quebec, Canada) was completed in autumn 2025. The 30 million dollar circular economy investment will allow **more than 43,000 tonnes of polyethylene terephthalate (PET) to be recycled each year**. The recycled PET will be used mainly to produce a recycled polyol, which can be incorporated into polyisocyanurate (SOPRA-ISO) and polyurethane (SOPRA-SPF) insulation solutions.



Cristal cellulose wadding: innovation for improved performance

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

Today, more than 900 partners are actively involved in this recycling stream.

And the solution is now better than ever! In 2025, Univercell Cristal was further optimised, **delivering the same performance with 18% less product**. In addition, the product is now delivered in **100% recyclable packaging**, demonstrating SOPREMA's commitment to sustainable solutions at every stage, from manufacturing to shipping.



Bitumen membrane recycling spreads across Europe

In 2025, SOPREMA Belux took its circular economy ambitions to the next level with SOPRALOOP, a one-stop-shop for waste collection, recycling, and the reintegration of secondary raw materials. A major milestone was the launch of ZLOOP in Grobbendonk, a dedicated line that transforms selectively sorted bitumen waste into purified, high-quality compounds for manufacturing new membranes. Meanwhile, the EPS-to-XPS process in Tongres continues to transform EPS waste into feedstock for high-performance insulation panels. Helping to secure supplies of EPS is the Bitumen Recycling Network (BRN), which standardises the collection, sorting, and traceability of clean installation offcuts from the construction industry, ensuring a stable flow of raw material for recycling processes like ZLOOP.



Photo credit © Auvermedia

7

ENCOURAGE THE REUSE OF MATERIALS

Sustainable
Development
Goals

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



CIRCULAR
ECONOMY



BUILDING FOR
TOMORROW

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

To help reduce this risk, we will therefore need to start seeing buildings as “materials banks”. To do this, our finished products will have to be designed with their end of life in mind, for example by making them easier to disassemble and separate.

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

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

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

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

Overall waste recycling rate
(excluding production waste and non-hazardous
industrial waste)

96.67%



SOPREMA FRANCE

continues to innovate with its SOPRALOOP recycling service

Bitumen recycling becomes a reality

SOPRALOOP was launched in 2025 with a clear objective: to recover bitumen waste from construction sites and give it a second life.

That ambition is now taking shape with Elastovap Loop, a new vapour control layer that contains recycled bitumen produced at our Val-de-Reuil site. Elastovap Loop turns construction waste into a useful resource, demonstrating our capacity for innovation whilst reducing our environmental impact. The new product is fully in line with our sustainability strategy, and provides our customers with a responsible solution that works.

New recycling possibilities for wood fibre insulation

Offcuts make up around 8% of the total surface area of wood fibre insulation installed in construction, and until recently there was no way to reuse them. That gap is now being addressed! SOPRALOOP is developing a dedicated recycling solution in France, based at our Golbey plant in the Vosges region. Offcuts are collected from the worksite and fed back into the manufacturing process to produce new insulation panels.



SOPREMA SWITZERLAND

develops take-back and recycling systems for construction materials

SOPREMA is developing and deploying Group-wide take-back and recycling solutions, with a particular focus on insulation materials. The aim is to recover suitable materials after use and feed them back into production cycles, reducing reliance on virgin raw materials.

These schemes are being progressively rolled out in new markets and tailored to local conditions.



SOPREMA USA

develops fibreglass recycling

In April 2025, the Wadsworth (Ohio) and Gulfport (Mississippi) bitumen plants launched a recycling programme for fibreglass offcuts and waste. The Wadsworth site also installed a dedicated press to streamline handling and make the process more efficient.

The initiative has significantly reduced the amount of fibreglass waste sent to landfill, whilst lowering associated waste management costs.

The result? 65 tonnes of fibreglass waste were recycled and diverted from landfill in 2025!



SOPREMA POLAND

increases the amount of recycled materials in its packaging

Some 30% of the raw materials used to manufacture the company's packaging come from recycled sources. This is the case, for example, with the hooding machine at the end of our production line.

This approach increases the proportion of recycled materials used in our packaging and helps reduce the overall carbon footprint of our products.



SOPREMA ENTREPRISES

moves to recycle significantly more materials

In line with the SOPREMA Group's wider environmental commitments, SOPREMA ENTREPRISES has continued to develop recycling streams for waste generated by its construction activities, particularly for high-impact materials. In 2025, more than 3,500 tonnes of bituminous membranes were recycled (double the volume recorded in 2024), thanks to a concerted effort by teams on-site, Group synergies via the closed-loop XLoop system, and the open-loop EPR scheme for construction materials. That figure marks a step change in recycling for this particular type of waste. Industrial partnerships have also helped to improve the system's overall performance: in 2025, 11,765 pallets of mineral wool were taken back, an increase of 17.5% on the 10,008 taken back in 2024. These numbers show just how effective the new recycling streams are, whilst underlining the importance of including waste management in works planning and ensuring that data reported is reliable.

8

OFFER CUSTOMERS TURNKEY SOLUTIONS

Sustainable
Development
Goals

**SUSTAINABLE
CITIES AND
COMMUNITIES**

**RESPONSIBLE
CONSUMPTION
AND PRODUCTION**



**BUILDING FOR
TOMORROW**

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

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

Our responsible offer generally meets these expectations with a range with a reduced carbon emissions intensity, particularly

innovative rainwater management solutions, systems capable of combating urban heat islands, and products that consume fewer raw materials or offer a technological advance that is beneficial to society. Responsible solutions now make up a larger share of our portfolio than was the case in 2024, reflecting a shift in our product mix towards lower-impact solutions.

Responsible product offering

20.6%



SOPREMA UK

adopts a SCADA system to improve performance and ESG data quality

SOPREMA UK has stepped up its digital transition by deploying a comprehensive SCADA-based production data management system at the Multifoil manufacturing site. The new system replaces manual records of production volumes, downtime, quality rates, and production speeds with real-time digital monitoring, giving teams a clearer picture of operating performance.

It also improves decision-making, reduces errors, and provides more reliable environmental and efficiency data, acting as an essential platform for future carbon intensity tracking and sustainability reporting.

By reducing administrative workloads and improving data quality, the initiative supports the Group's "Building Tomorrow" policy while contributing to long-term operational resilience. It also promotes a culture of continuous improvement, enabling teams to identify optimisation opportunities more effectively and reduce avoidable losses.



SOPREMA FRANCE

pioneers next generation single-layer waterproofing systems

The **Soprafix Unilay AR Evo** range was developed to meet the latest market demand for single-layer solutions. Consisting of three core products, the range uses fewer materials whilst allowing for quicker, easier installation.

It has three essential advantages:



Quick and easy to install: Thanks to a lightweight mechanical fastening system, the product can be installed 25% faster than traditional multi-layer systems, and requires less handling.



Excellent value: The single-layer design makes this product more economical than double-layer alternatives. By reducing the need for materials and labour, it represents excellent value for money for a variety of applications.



Better for the environment:

The single-layer system means less on-site waste and lower CO₂ emissions. It also saves on propane and materials, helping to keep buildings' carbon footprint down.



SOPREMA FRANCE

takes its systems on the road with the Building for Life Tour

SOPREMA met with specifiers across France as part of the national Building for Life Tour. The customer-facing event visited four cities - Bordeaux, Lille, Paris, and Lyon - bringing together more than 150 industry professionals to discuss sustainable construction issues.

The conversation focused on sustainable resource management, identifying three key commitments:



Doing more with less: reducing raw material use, expanding recycling, and developing bio-based materials.



Preserving natural resources: optimising water use and integrating solar power.



Promoting transparency: measuring carbon impacts to build a more environmentally-friendly future.

Our experts presented our philosophy and our solutions, answering questions from the many different stakeholders who attended.



SOPREMA USA

goes digital with a new customer portal

As part of its ongoing digital transition, SOPREMA USA launched a brand new customer portal in 2025.

The platform provides secure, personalised access to direct customer support, real-time order tracking, simplified invoice management, and a handy wishlist tool.

It has helped ensure projects go smoothly and simplified the organisation's day-to-day operations.



SOPREMA ENTREPRISES

adopts digital tools to improve operational reliability

SOPREMA ENTREPRISES teams in the field require practical tools to work reliably, improve efficiency, and guarantee smooth execution. With that in mind, the organisation has created a dedicated online platform to manage its temporary workers. The system centralises contracts, timesheets, and billing data within a single workflow, improving traceability whilst reducing repetitive administrative tasks.



To give a sense of the numbers involved, every year **the company handles between 10,000 and 12,000 contracts, with 10,500 in 2025.**

At the same time, the teams have developed their skills working with collaborative tools to share documents efficiently, coordinate across multiple sites, and communicate with agencies, subsidiaries, and support functions, all ensuring that information circulates smoothly.

Finally, SOPREMA ENTREPRISES is working on new AI assistants to analyse contract documents, helping to identify key requirements, deadlines, and sensitive issues. Our human experts still make the decisions, but digital technology lets us work with more clarity, speed, and reassurance.

9

INCREASE THE PRODUCTION OF RENEWABLE ENERGY

Sustainable
Development
Goals

**AFFORDABLE
AND CLEAN
ENERGY**

A succession of geopolitical crises has made the short and medium term availability of energy increasingly uncertain.

At SOPREMA, we do not equate the term "renewable energy" with certificates or green energy contracts, but with the actual physical reality of improved performances. We have been making substantial investments in the production of renewable electricity for self-consumption purposes for over ten years now. Our renewable energy production facilities now produce more than 16 GWh of power per year and the figure is growing every year.

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



**BUILDING FOR
TOMORROW**

Production of renewable electricity

16,635,588 kWh



SOPREMA BRAZIL

develops solar power for greater energy independence

At the Feira de Santana site, SOPREMA Brazil has forged ahead with its renewable energy strategy by installing 400 m² of photovoltaic panels on the roof of the main administrative building.

The installation now supplies a significant share of the site's electricity from locally generated renewable energy, reducing reliance on the conventional power grid. With an average capacity of around 12,000 kWh per month, it is capable of providing all the power needed by the on-site offices and laboratories.

By converting solar radiation directly into electricity, the installation improves energy efficiency, stabilises consumption patterns, and reduces the carbon footprint associated with power use. The initiative demonstrates the site's commitment to cleaner energy and continuously improving its environmental performance.

SOPREMA EASTERN EUROPE

installs solar panels and aims to use 100% renewable electricity

The roof of the plant building has been fitted with solar panels covering around 10% of the site's energy needs.

The rest of the electricity purchased from the grid is fully certified by guarantees of origin, ensuring it comes from renewable sources.

SOPREMA SWITZERLAND

expands its solar capacity to increase renewable energy use

The existing photovoltaic system at the Spreitenbach site has been expanded to increase the share of renewable energy used for operations. The extension generates an additional 325 kWh per day, reducing reliance on external electricity supply.



That represents almost **118,000 kWh** of extra power annually.

The electricity generated is consumed directly on site, complementing the existing energy supply mix.

The move further increases the share of energy used on site that comes from renewable sources.

10

PRESERVE WATER RESOURCES

Sustainable
Development
Goals

CLEAN WATER
AND SANITATION



BUILDING FOR
TOMORROW

Our materiality matrix did not highlight this as a strategic issue. Nevertheless, the state of the water tables and the droughts experienced by many countries are seeing interest rise in what is beginning to look like a critical issue. The climate events seen in 2023, 2024, and 2025, for example, were an erratic succession of droughts and floods.

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

By installing systems that have now reached maturity, SOPREMA is able to better control the discharge of rainwater into public drainage systems. These water management

systems are therefore actively contributing to positive environmental externalities.

Furthermore, we are maintaining our commitment to increasing the area of green roofing on SOPREMA group sites every year! Our new factories under construction are therefore all equipped with these virtuous solutions. This is reflected by the rise in this indicator illustrating our commitment to more responsible water management.

Area of green roofing

36,023 m²



focus

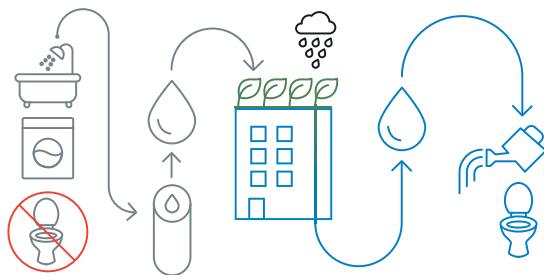
SOPREMA and Aquatiris, pioneers in roof-based constructed wetlands



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

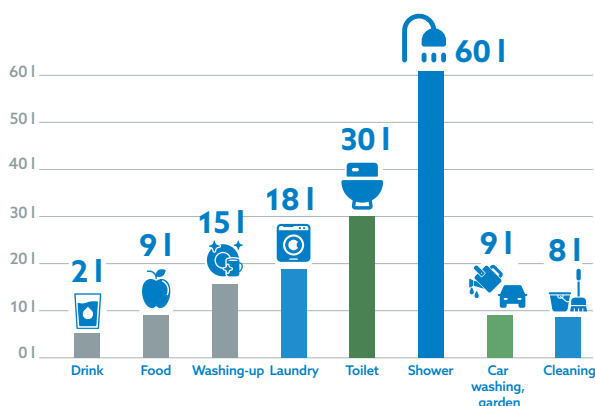
More sustainable management of water resources in France thanks to Skywater Clear

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



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

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



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

Skywater Clear is being rolled out with ambitious new projects

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

PhytoToiture: accelerating greywater reuse via the INNOV EAU call for projects

PhytoToiture aims to assess and optimise the performance of rooftop constructed wetland technology for wastewater treatment, with a view to developing a solution that can be industrialised and commercialised at scale. The project involves deploying and studying four prototypes equipped with the Skywater Clear solution. These demonstrators will be monitored in real time to ensure treated water remains safe and of high quality.

The project will also use surveys to understand how building managers and end users perceive the technology and whether it is thought to be socially acceptable.

It will also engage with construction sector decision-makers to secure recognition and move towards technical approval.

PhytoToiture is coordinated by SOPREMA and AQUATIRIS, in partnership with UNISTRA, the CNRS, ENGEEES and INRAE, represented by CONECTUS. The project is funded by the French government under the France 2030 programme, run by ADEME.







07

NON-FINANCIAL PERFORMANCE SUMMARY TABLE

Photo credit © Atypix

Summary of non-financial performance

COMMITMENTS	RISKS	LED BY	KEY PERFORMANCE INDICATORS
Reduce our GHG emissions	Physical risks linked to climate change	Group top management	Group carbon footprint
Promote a CSR/HSE culture	No internal stakeholder buy-in	Group top management	Number of charging stations
Ensure know-how and skills are passed on	Drop in overall group performance	HR department	Average number of hours' training per employee
Contribute to employees' health, safety, and well-being	Increased accident rate	CSR department HSE department	TF1 TG
Sort waste better/reduce waste	Environmental impact of waste	CSR department Site HSE departments	Waste performance rate
Increase share of bio-based and/or recycled raw materials	Carbon footprint of our raw materials	R&D Industrial department	Proportion of bio-based and/or recycled materials consumed
Encourage the reuse of materials	Depletion of resources	CSR department Industrial department	Overall waste recycling rate (excluding production waste and non-hazardous industrial waste)
Offer customers turnkey solutions	Discrepancy between societal expectations and Soprema products	Sales department	Responsible product offering
Increase the production of renewable energy	No control of the energy costs and carbon intensity	Industrial department	Electricity generation from renewables
Preserve water resources	Water stress	CSR department	Area of green roofing within the Group

Summary of non-financial performance

RESULTS 2024	RESULTS 2025	TARGETS 2030	SDGS	PILLARS		
4.6 Mt CO ₂ e (2023)	4.8 Mt CO₂e (2024)	3.6 Mt CO₂e	 CLIMATE ACTION	 PEOPLE FIRST	 CIRCULAR ECONOMY	 BUILDING FOR TOMORROW
413	453	600	 CLIMATE ACTION			 BUILDING FOR TOMORROW
12.78 hours	11.56 hours	15 hours	 QUALITY EDUCATION  DECENT WORK AND ECONOMIC GROWTH	 PEOPLE FIRST		
24.24 1.49	23.01 0.94	23 1	 GOOD HEALTH AND WELL-BEING	 PEOPLE FIRST		
0.59	0.60	0.65	 LIFE BELOW WATER  LIFE ON LAND		 CIRCULAR ECONOMY	
16.6%	19.6%	30%	 RESPONSIBLE CONSUMPTION AND PRODUCTION		 CIRCULAR ECONOMY	
/	96.7%	100%	 RESPONSIBLE CONSUMPTION AND PRODUCTION		 CIRCULAR ECONOMY	 BUILDING FOR TOMORROW
13.25%	20.6%	30%	 SUSTAINABLE CITIES AND COMMUNITIES  RESPONSIBLE CONSUMPTION AND PRODUCTION			 BUILDING FOR TOMORROW
14,444,814 kWh	16,635,588 kWh	18,000,000 kWh	 AFFORDABLE AND CLEAN ENERGY			 BUILDING FOR TOMORROW
33,398m ²	36,023m²	50,000 m²	 CLEAN WATER AND SANITATION			 BUILDING FOR TOMORROW



08

OTHER SUBJECTS LINKED TO THE NFPR



Photo credit © Margueron

Other subjects linked to the NFPR

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

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

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





09

METHODOLOGY



Photo credit ©

Methodology

Scope covered by the KPI results in the 2025 NFPR:

The 2025 results take into account all Group entities, even though a very small number of those included in the reporting scope did not provide figures for all the indicators. Though the audit was conducted on a voluntary basis, the coverage rate remains very satisfactory this year for an international group of our size: 87% for the Group's entities overall and 99% for the industrial sites. It should also be noted that, as in each previous year, the group scope has expanded as a result of new acquisitions. This means that comparisons with previous years do not concern exactly the same scope, with a few exceptions duly specified.

Materiality matrix methodology

The materiality matrix has been simplified to focus on key issues pending the completion of our double materiality assessment. We have removed "digitalising our tools" as this priority is now embedded in day-to-day operations. Water resource preservation has been retained as a priority issue. For the record, interviews were conducted in 2022 with 30 stakeholders pre-identified and considered as significant for SOPREMA (customers, suppliers, employees, professional federations, local authorities, etc.). After these interviews, a survey questionnaire was drawn up covering all the non-financial issues identified in the interviews. The aim was for the stakeholders surveyed to score each issue's importance for their business or activity. The questionnaire was sent out to over 200 stakeholders and returned by 59% of them. The results were compiled and transcribed in our materiality matrix according to two axes: impact on SOPREMA's business on the x-axis and impact on the external stakeholders on the y-axis.

Method of calculating the key performance indicators:



Frequency rate for workplace accidents

(with lost time, excluding temporary workers)

Calculation: $\text{No. of lost-time workplace accidents} \times \frac{1,000,000}{\text{No. of hours worked}}$



Severity rate for workplace accidents

(with lost time, excluding temporary workers)

Calculation: $\text{No. of days lost} \times \frac{1000}{\text{No. of hours worked}}$



Training rate

Calculation: $\frac{\text{No. of trainees in regulatory + non-regulatory training}}{\text{No. of hours worked}} \times 100$



Non-hazardous waste sorting performance rate

Calculation: $\frac{\text{Total non-hazardous waste sorted}}{\text{Total non-hazardous waste sorted} + \text{Total of non-hazardous waste not sorted}}$



Proportion of bio-based or recycled materials consumed

Calculation: $\frac{\text{Quantity of bio-based raw materials consumed} + \text{Quantity of recycled raw materials consumed}}{\text{Total quantity of raw materials consumed}} \times 100$

This indicator is calculated using data sourced exclusively from our internal ERP system used in production. Packaging materials are excluded from the calculation.



Electricity generation from renewables (kWh)

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



Area of green roofing (m²)

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



Responsible product offering

Calculation: $\frac{\text{Revenues from the responsible product offering}}{\text{Total revenues}} \times 100$



Number of charging stations

Calculation: Total number of charging stations available at all Group sites



Overall waste recycling rate (excluding production waste and non-hazardous industrial waste)

Calculation: $\frac{\text{Total waste generated (excluding production waste and non-hazardous industrial waste) and recycled (intra-group or external)}}{\text{Total non-production waste generated}} \times 100$





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