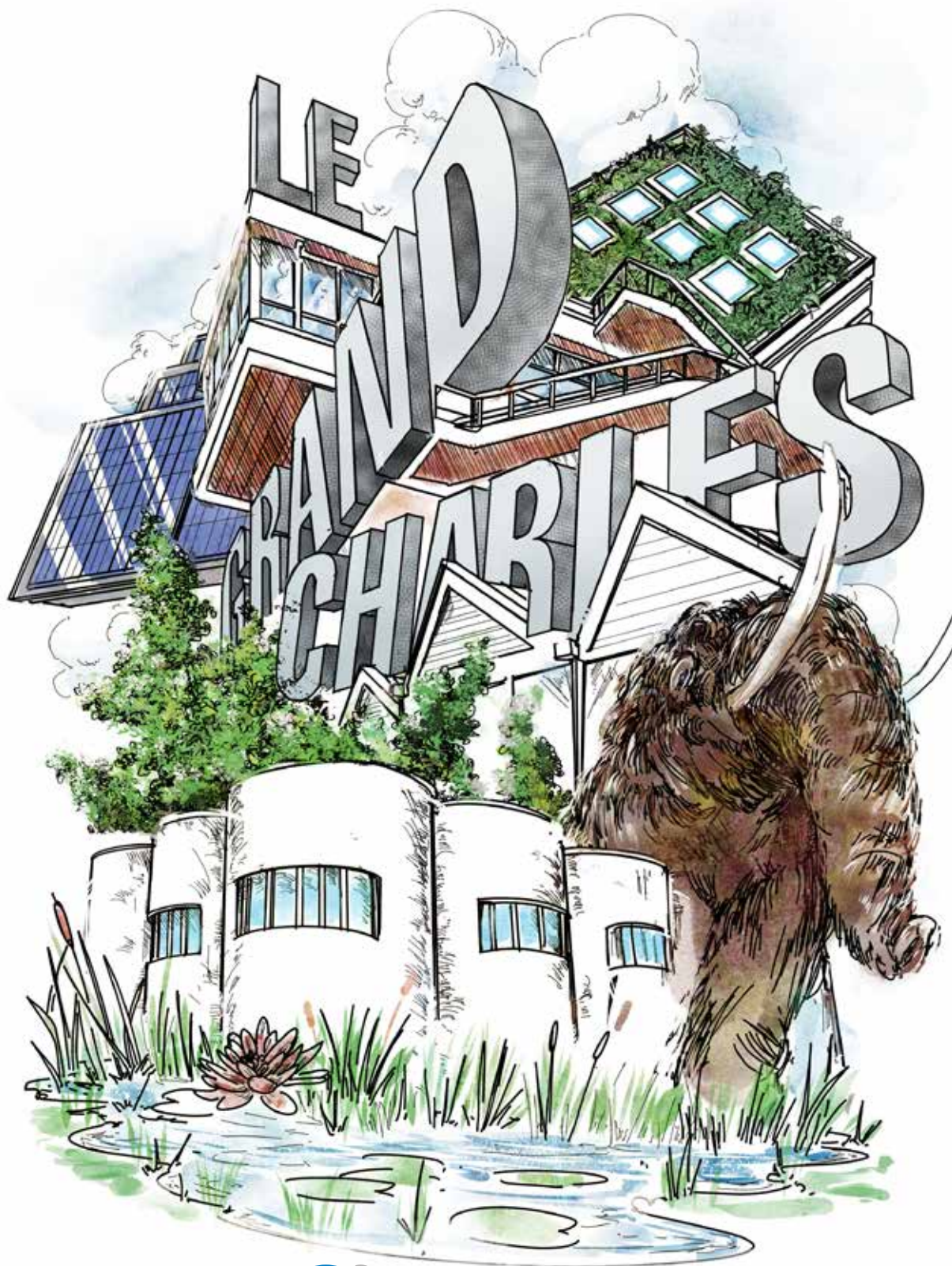


NON-FINANCIAL PERFORMANCE REPORT 2022



SOPREMA
GROUP



NON-FINANCIAL PERFORMANCE REPORT

SOPREMA 2022



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METHODOLOGY

EDITORIAL

The publication of our non-financial performance report is a special moment each year. For us it is a chance to look back and review the past year, but also to look forwards at how we can continue offering solutions to improve sustainable building performance!

We are in the midst of a period of upheaval and change. Unprecedented tensions in energy supplies, especially in Europe. And the consequences of climate change on the planet have never been as visible as they are now, with once unusual events now becoming part of our everyday reality.

Our homes and buildings in general will have to be adapted to these new constraints with ever more efficient solutions. The functionalisation of flat roofs, completed by monitoring solutions, will feature more and more. It is a way of making our residential buildings smarter and more resilient.

As you know, it has been part of **SOPREMA's** DNA ever since its beginnings in 1908 to anticipate the societal issues of the day, but also to pay close attention to our customers' expectations. We will therefore be by their side more than ever over the next few months, as we work with them to reduce their "scope 3", a key element in carbon accounting, through a range of products that are as low-carbon as possible. This decarbonisation strategy will be achieved by better control of our energy consumption, better management of waste streams, but also a significant increase in the share of bio-based or recycled raw materials used in our production plants.

Our teams continue to work every day on designing innovative systems, in particular ways of re-using materials. We firmly believe that in the future buildings can be a source of reusable materials to counter the depletion of resources and encourage frugality! We must also improve the performance of our sorting processes on jobsites. The entire building sector has considerable room for progress.

Pressure on water resources is becoming ever greater and a source of growing tension in our societies. We are working to make rainwater management and the issue of soil sealing core considerations in decision-making about buildings. Our green roof and grey water recovery systems already meet most of these requirements!

Our aim is to achieve a paradigm shift among all the players in the construction sector. We need to work together to build a viable business model based on low-carbon solutions as quickly as possible.

That is why in 2022 we added a new item to our invoices: the carbon intensity of our products.

This means that all our customers in France are informed of the carbon footprint of their order, including that of its transport. We are gradually going to roll out this practice to all of our subsidiaries in order to help raise awareness among all the stakeholders about the need to reduce greenhouse gases by appropriating the right orders of magnitude and sharing best practices.

This new Non-Financial Performance Report is therefore evidence of the orientation of our teams' work aimed at guaranteeing the satisfaction and renewed confidence of all our customers, public and private.

Together, we can design the housing of the future to offer a pleasant future to as many people as possible!



SOPREMA – Strasbourg (France) © Atypix

PIERRE-ÉTIENNE BINDSCHEDLER
CHAIRMAN AND CEO



Woodstock factory – Ontario (Canada) © David Boyer



02

Description of the business model

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CSI – Cestas (France) © Atypix

2.1 THE HISTORY OF A FAMILY

SOPREMA's core business is designing waterproofing products for all types of building. For over a century, we have been offering waterproofing products for building professionals as well as private individuals.

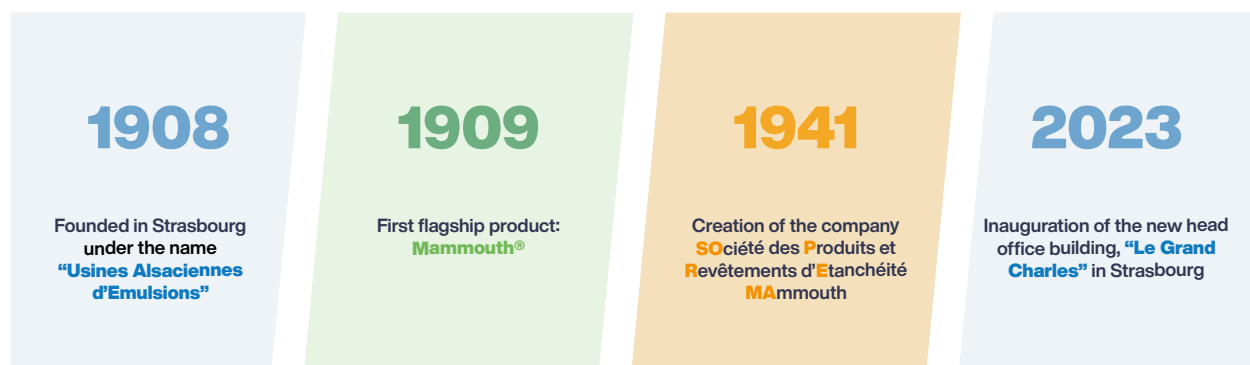
Drawing on its expertise in building waterproofing, from its early days **SOPREMA** has diversified into different areas: insulation, green roofing and walls and solutions for civil engineering structures, among others.

Today our products and the global solutions we offer are focused on a strategy of reducing direct and indirect greenhouse gas emissions. Our new head office, Le Grand Charles, combines all our different areas of know-how in low-carbon solutions.

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

Today, we have become a global leader in waterproofing, specialising in roofing and building insulation. **SOPREMA** products are distributed across the world through commercial subsidiaries and a network of distributors.

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



The **SOPREMA** Group today



2.2 OUR THREE MAIN GROWTH AREAS

1. Industries and sales

+100

production facilities worldwide, with more constantly being added to maintain production close to customers.

+3,200

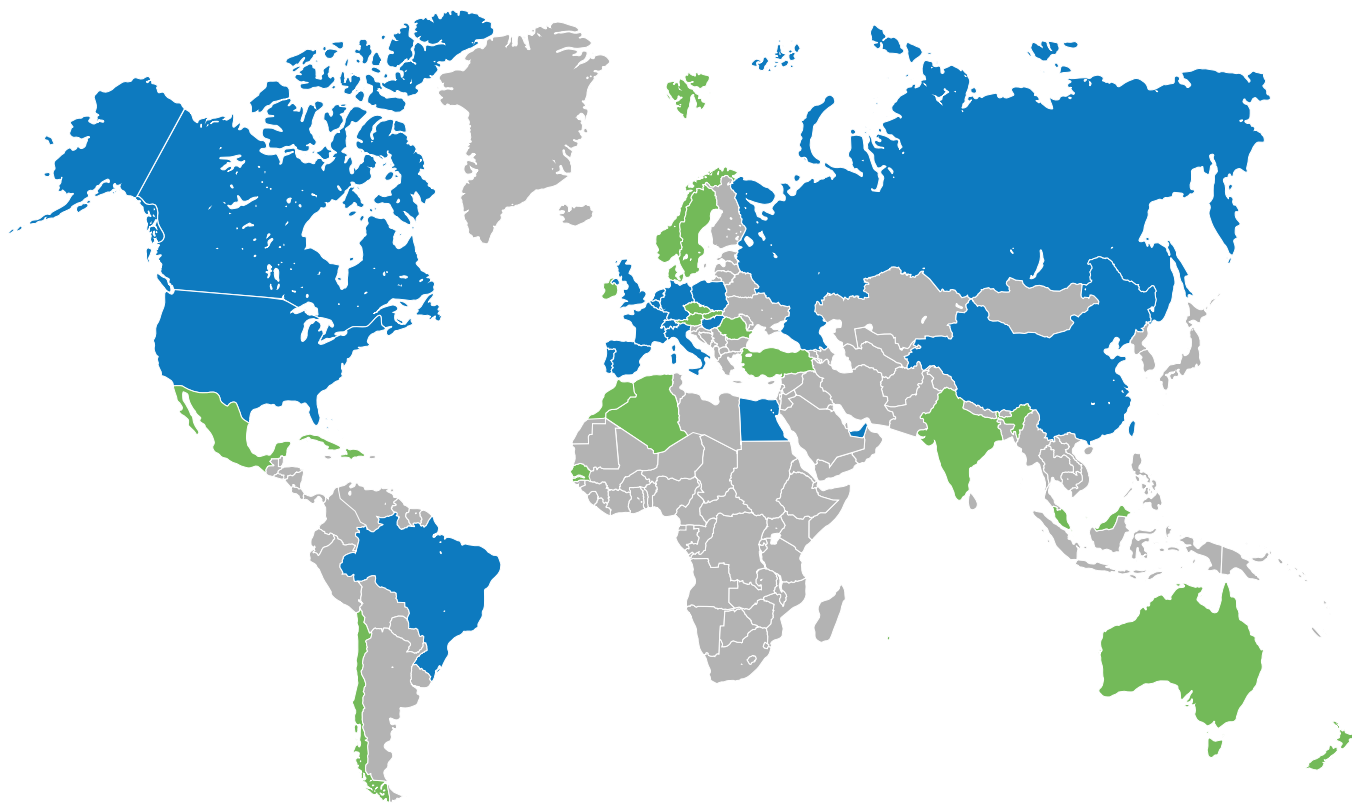
employees in Europe.

+3,000

employees in America.

23

Innovative R&D centres
with multidisciplinary
teams and an
international scope.



Manufacturing & Sales

Sales & Distribution

2. Works & services



Sandwich panels



Conventional & industrial roofing



Façade renovation



Sopramiante asbestos removal



Rainscreen cladding



Insulation & waterproofing of flat roofs



Fire safety & smoke extraction systems



Airtightness



Soprassistance services



External thermal insulation



Structural steel



Glue-laminated wood structures



Smoke extraction, roof lights & natural ventilation



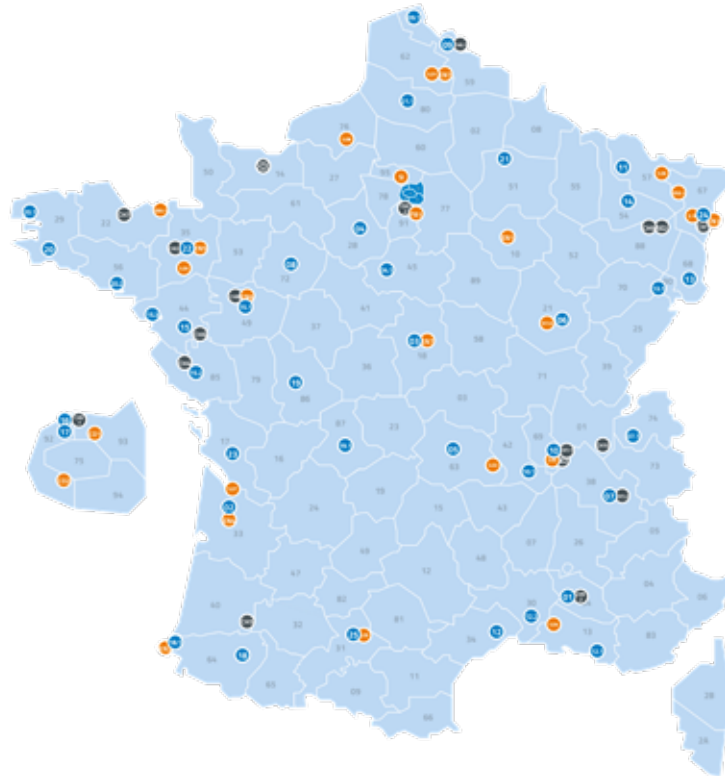
Single & double-skin cladding Roof



Roof safety



Architectural metalwork



Building envelope subsidiaries



Building frame and metalwork subsidiaries



SOPREMA Entreprises branches

79

works branches & subsidiaries in France.

3,500

employees in France.

14,000

jobs completed each year.

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



Natural & architectural smoke extraction



Natural lighting & ventilation



Studies and consulting in fire safety and natural energy management

2.3 THE ESSENCE OF THE SOPREMA GROUP

SOPREMA's history has always been closely linked with societal 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, new building greening processes (an innovation developed by our teams 30 years ago already!), photo-voltaic power generation solutions and the manufacturing and installation of insulation have been added to **SOPREMA**'s product portfolio.

Since the early 1990s, **SOPREMA** has accelerated its transition, taking numerous initiatives to limit the environmental and human impact of its products and activities over the entire lifespan of a building, from construction to operation to demolition. **SOPREMA**'s R&D policy has a clear Sustainable Development focus, and this is reflected in measures to limit its environmental impact including using more renewable resources 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 accompanied by humility and a corporate culture of "a job well done". 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 and raw materials, acceleration of climate change, biodiversity in free-fall and a quest for meaning among our customers, employees and suppliers.

Our strategy is 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 our product design,
- Continuous improvement of the quality and performance of our solutions and systems,

- Involvement of all employees in collaboration with our customers to improve the quality of life at work,
- Recycling of our industrial waste and that of deconstruction sites.

This strategy is accompanied by reflections and concrete actions 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 climate emergency and the challenges it entails for our society.

The Group's business model

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

Responsible sourcing

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

Exemplary research and production

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

Sales & distribution

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

Application

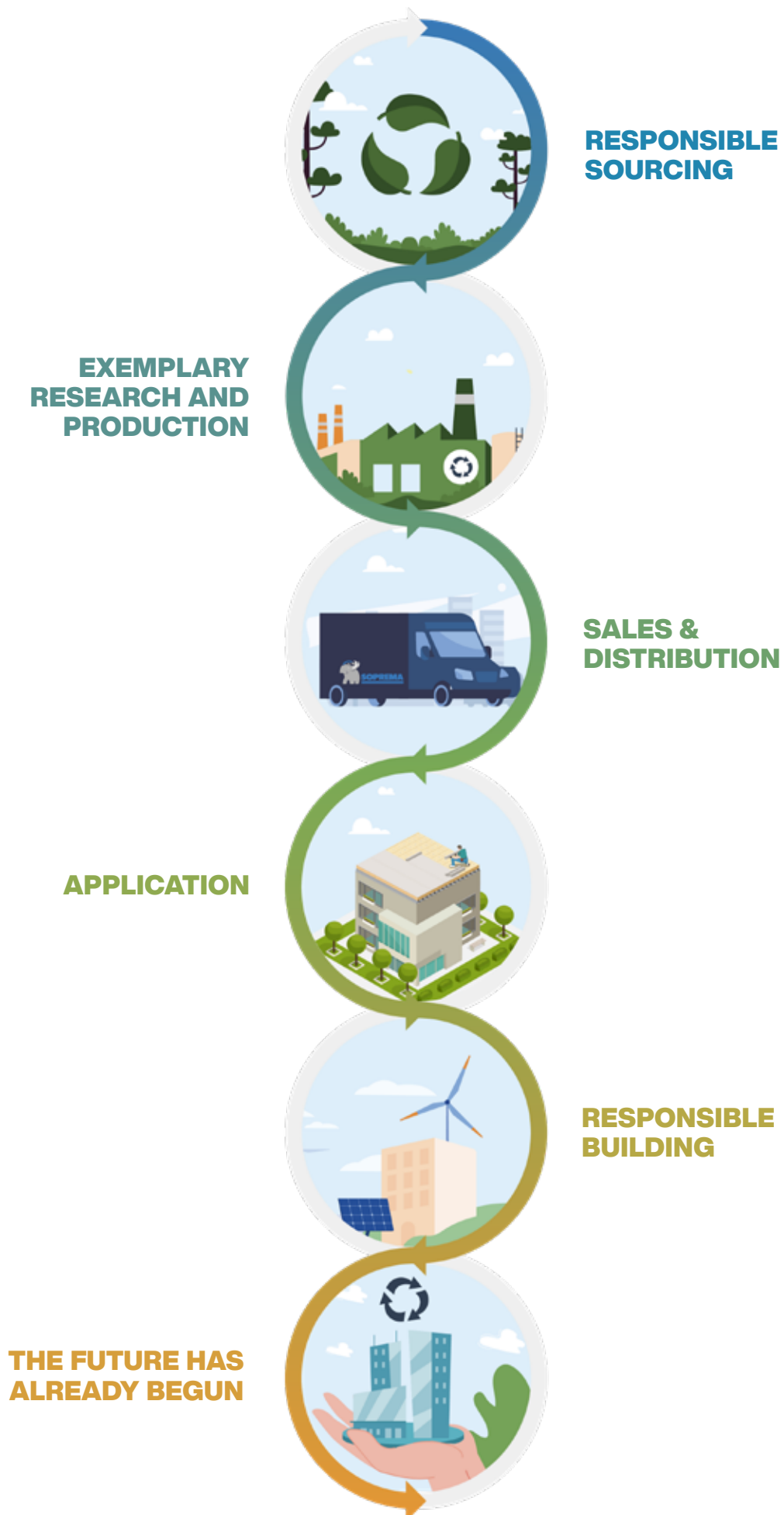
- Assistance and technical support
- Jobsite safety
- Health and quality of life at work

Responsible building

- Customer satisfaction
- Thermal comfort in summer and winter
- Overall performance
- Extending buildings' lifespan and durability

The future has already begun

- Rooftop solar energy production
- Rainwater management
- Restoring biodiversity
- Mitigating the urban heat island effect
- Deconstruction and recycling of materials







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 that we take action, with the aim of promoting ethical behaviour and preventing 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 took the form more particularly 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 deployed a robust and effective multi-annual, multi-geographical scope anti-corruption programme.

This compliance programme aims in particular to:

- **Identify and analyse the risks to which the Group may be exposed** (updated risk mapping).
- **Manage those risks by actions on prevention** (targeted and general awareness (raising measures, introduction of a Code of Conduct), **detection** (setting up of an internal whistleblowing system) **and remediation** (disciplinary measures).

Other actions are ongoing and/or about to be taken in the near future to complete these measures both in France and abroad.





Pavatex factory – Golbey (France) © Magellan



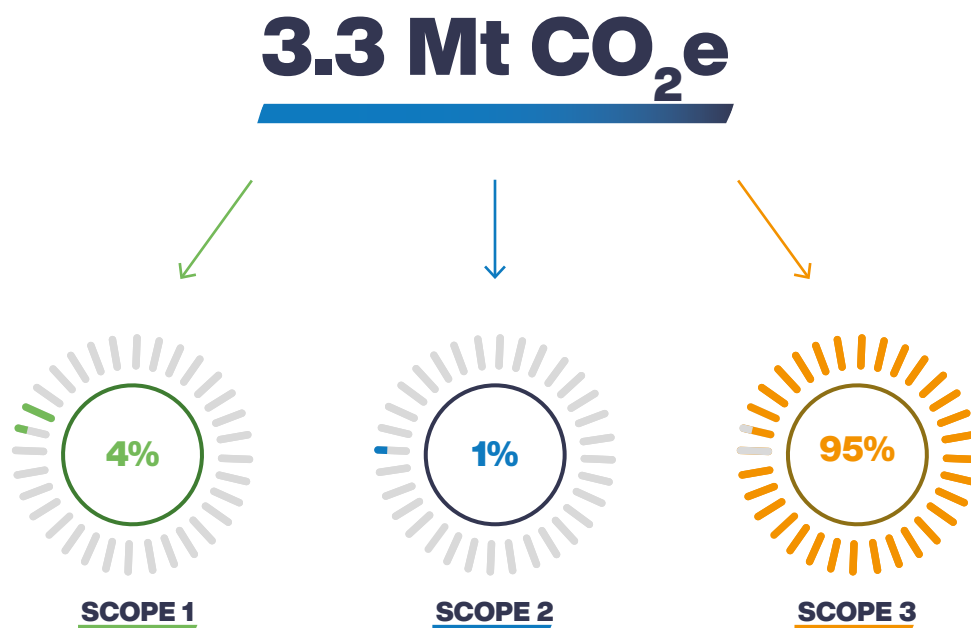
04

SOPREMA Group's carbon trajectory

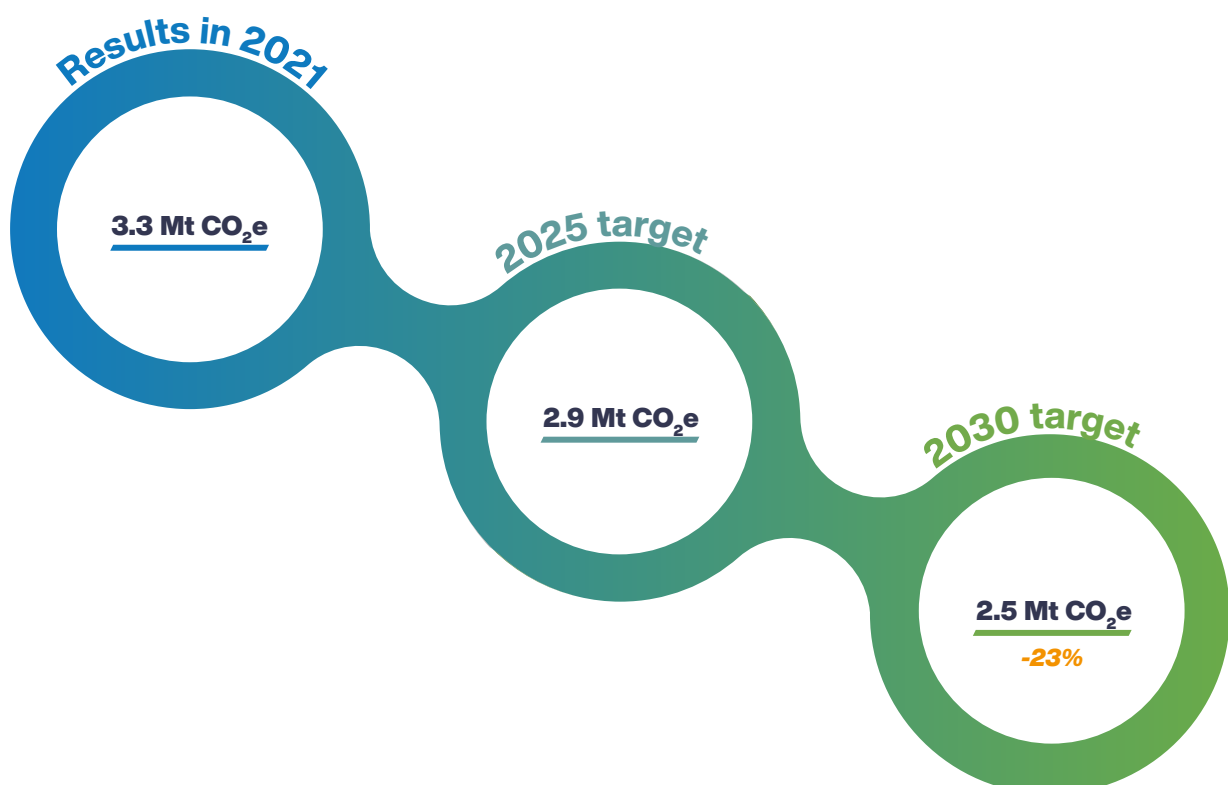
04 The group's carbon trajectory **SOPREMA**

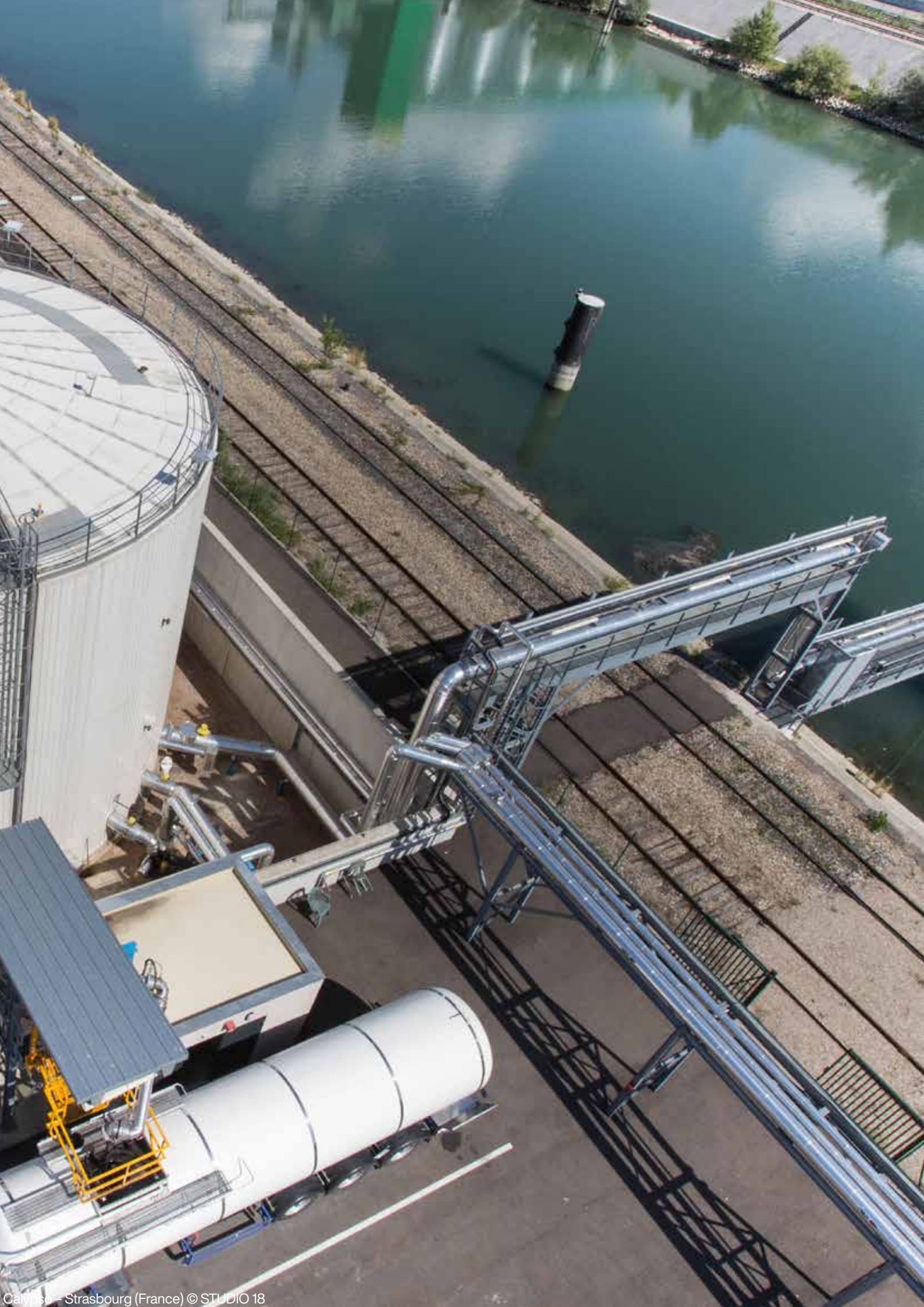
Greenhouse gas (GHG) emission reduction targets

In 2022, **SOPREMA** Group calculated its carbon footprint across scopes 1, 2 and 3 for all of its activities. This was done in close collaboration with experts in the carbon transition and allowed us to identify our priorities in this area. It was no surprise to find that the great majority of our GHG emissions fall into scope 3. This study also legitimised the strategic directions taken by the Group over the last 20 years.



The results of our GHG emissions calculation are only meaningful if we include them in a carbon trajectory with emissions reduction goals in line with the Paris Agreement. That is why we have worked with a firm of expert consultants to define a carbon trajectory calculated based on the international SBT (Science-Based Target) method. The targets presented below are absolute values.







Besançon railway station - Franche-Comté TGV – Auxon (France) © SOPREMA



05

The challenges facing **SOPREMA**

Materiality matrix

Materiality matrix

To publish this Non-Financial Performance Report, **SOPREMA** has set up the required tools, both to address its regulatory obligations and, above all, to:

- Manage its sustainable development objectives,
- Involve its business lines in overall Group performance,
- Give meaning to 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 issue was thus assessed according to importance of its impact on the business by 118 stakeholders (customers, suppliers, employees, local authorities, etc.).

The results obtained were analysed from the point of view of the impact for external stakeholders and that on the **SOPREMA** Group's business, then ranked into 3 categories:

KEY AND STRATEGIC ISSUES IMPORTANT ISSUES ISSUES TO MONITOR

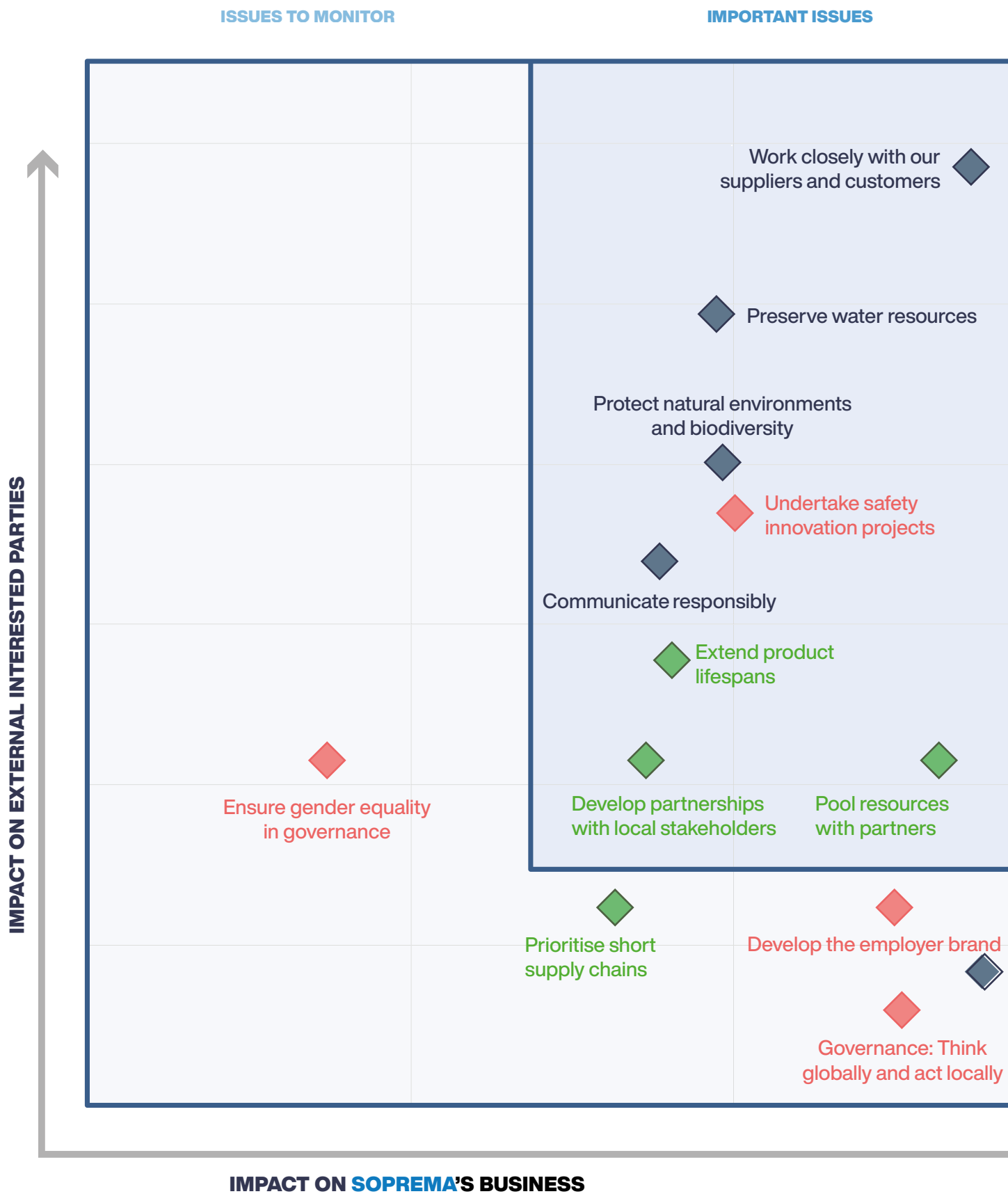
Each of the issues in the "key and strategic issues" area of the map was subjected to an internal risk analysis, followed by the formulation of a commitment along with a key performance indicator (KPI) and a target for 2030.

Thus **SOPREMA** Group was able to prioritise the non-financial challenges and risks facing the company with regard to the expectations of the different stakeholders.





05 Materiality matrix - Identifying the issues for SOPREMA



PEOPLE FIRST

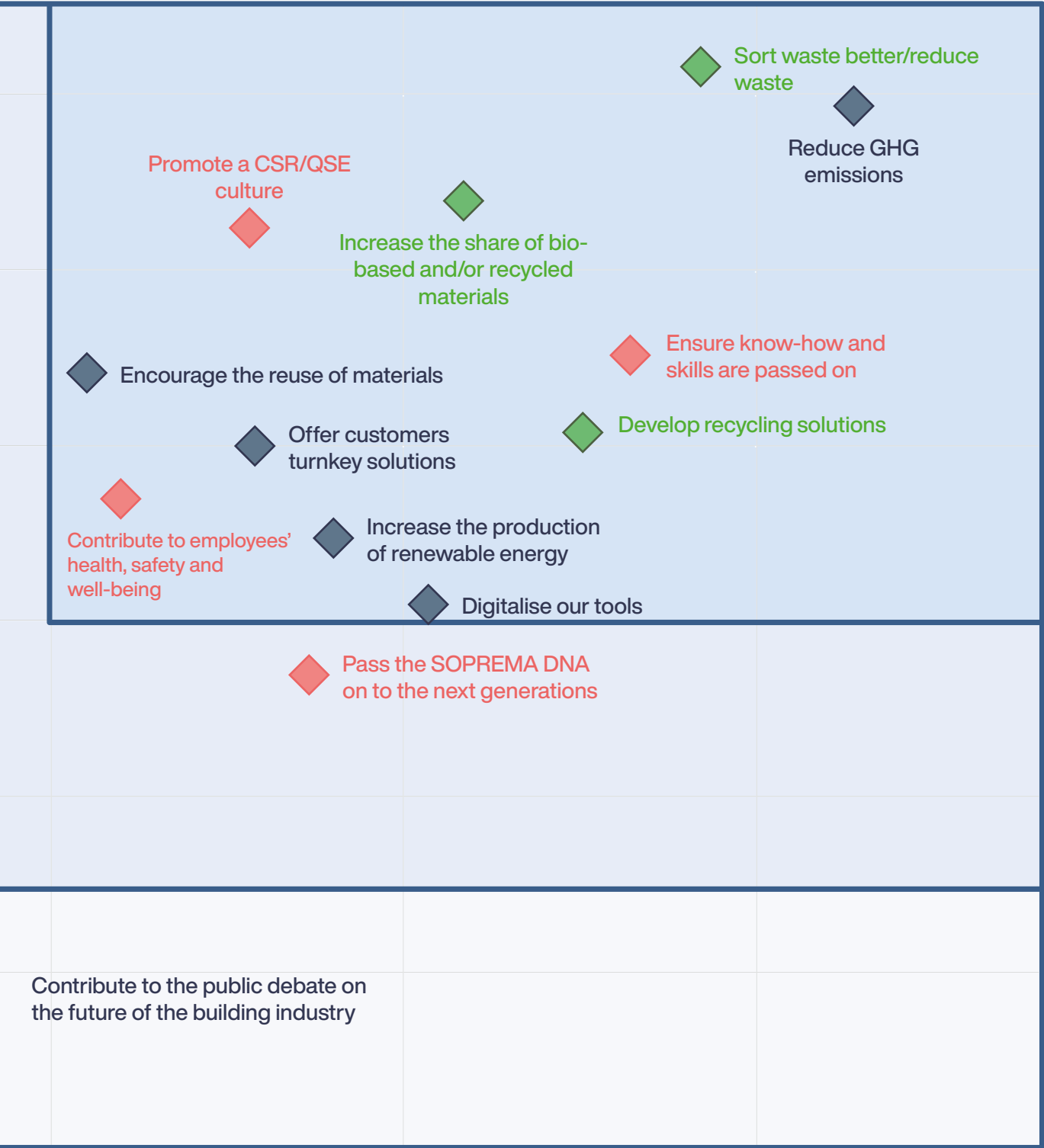


CIRCULAR ECONOMY



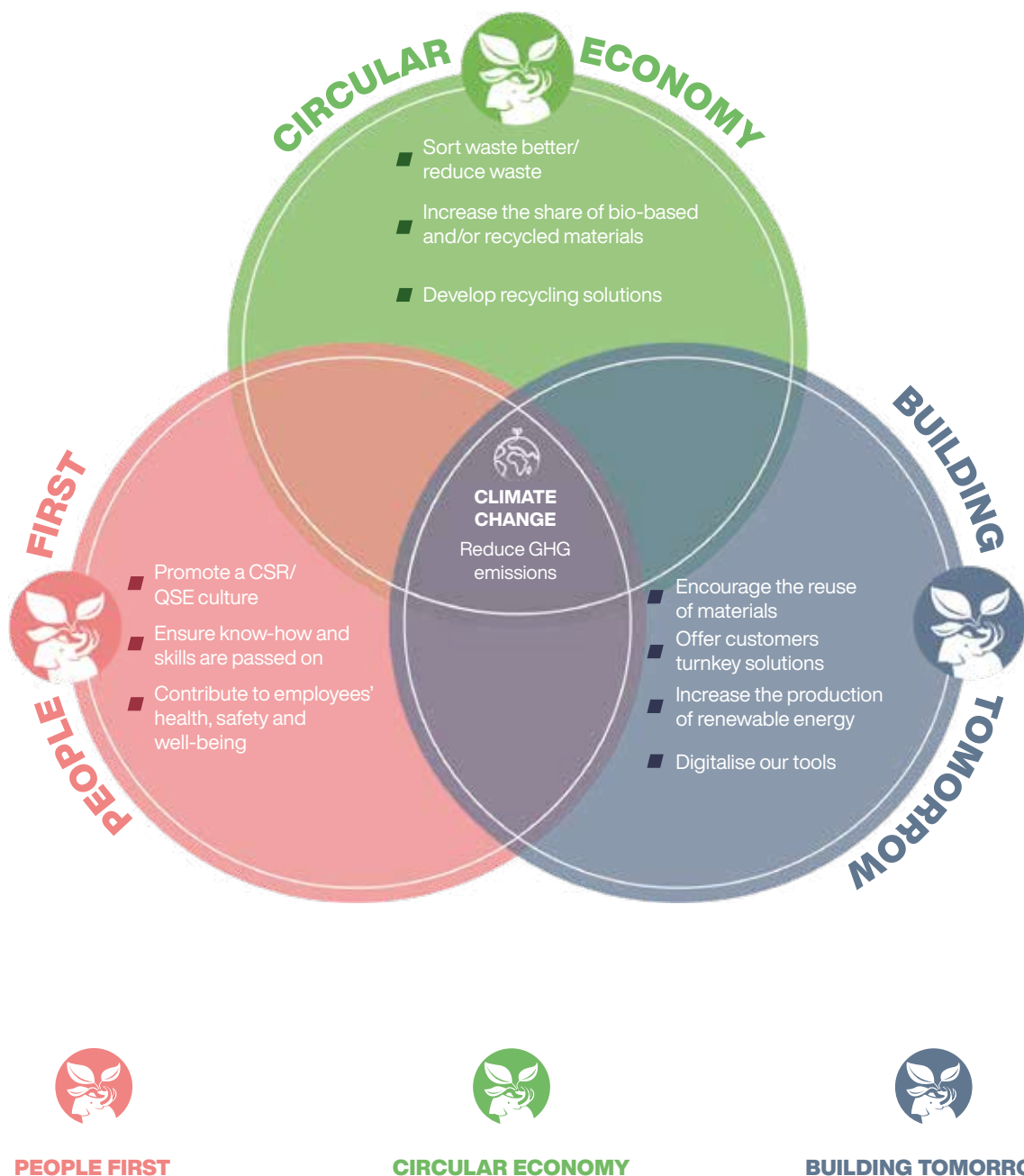
BUILDING TOMORROW

KEY AND STRATEGIC ISSUES



Strategic areas for SOPREMA

These strategic areas are geared towards satisfaction and the uses of the products and services provided by **SOPREMA**. In addition, we have a vision of the future that was described in 2018 on a dedicated website: www.lefuturacommece.fr. We are proud to say that this vision is now more relevant than ever. Each of the challenges identified in this new materiality matrix fits into that vision and contributes to our constant efforts to design and new propose solutions for sustainable buildings.







Cultura store - Aubagne (France) © Studio Vincent UETTWILLER



06

Risks, policies and measures related to the challenges

1. REDUCE OUR GHG EMISSIONS

In 2022, we calculated the carbon footprint of the whole Group across the 3 scopes. With the support of a recognised firm of specialist consultants, we constructed a carbon trajectory based on the Science Based Targets initiative (SBTi) in order to work towards carbon neutrality.

Reducing our GHG emissions is a cross-cutting issue that concerns our three CSR pillars RSE and constitutes our strongest commitment in the fight against climate change. The majority of the policies and measures described in this document contribute to achieving our reduction target. Our low carbon strategy is central to all our activities.

For reasons due to the timing of the publication of our NFPR, the given for this KPI is that of 2021, not 2022.



PEOPLE
FIRST



CIRCULAR
ECONOMY



BUILDING
TOMORROW

Group carbon footprint for 2021 (scopes 1, 2 and 3)

3.3 Mt CO₂e

SUSTAINABLE DEVELOPMENT GOALS

13. Climate
action



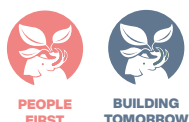
2. PROMOTE A CSR/QSE CULTURE

Individual behaviours form the basis of our low carbon strategy.

Following the calculation of our carbon footprint in 2022, we identified the items responsible for the most GHG emissions, which were: raw materials and the use & end of life of our products. These are now the subject of targeted efforts to reduce them. However, we must remain consistent in our approach and reduce our emissions wherever they occur. All our employees need to be aware that we all have a role to play in meeting the Group's targets.

That is why we are committed to promoting a CSR/QSE culture with all our staff. To monitor the effectiveness of this policy as closely as possible and therefore control the related risks, we have decided to measure the fuel consumption of our fleet of vehicles. Fuel consumption depends to a large extent on driving habits and is a perfect example of how individual behaviour can affect direct emissions.

In 2022, our KPI showed rather a positive trend given the expansion of our reporting scope.



Number of liters of fossil fuel

11,733,516 liters

SUSTAINABLE DEVELOPMENT GOALS

4. Quality education

13. Climate action

SOPREMA Poland - Termo Organika supports Ukraine

Since March 2022, Termo Organika has been making donations for Ukraine. This aid, which now amounts to a value over 40,000 euros, consists of both material and financial aid to cover the needs of the Ukrainian people as well as possible.

SOPREMA North Europe - Employees get involved

SOPREMA North Europe wishes to have a lasting social impact as a business whilst investing in the professional growth of its employees and raising their CSR awareness. As a result, a team from **SOPREMA** North Europe took part in a skills-sharing scheme. Staff from **SOPREMA** contributed their skills by working with a non-profit organisation to help solve its operational problems. **SOPREMA** North Europe worked with a "Doe doe vzw" organisation which makes personalised bags and pen cases from recovered materials (corporate banners and flags). These products are made by workers on integration schemes who have been out of jobs market for a long period. This project was a rich human and learning experience.

SOPREMA Canada shares knowledge and encourages exchanges

To raise awareness and highlight the latest trends in the construction materials industry, **SOPREMA** Canada's marketing team organised a fourth free conference on the topic of Sustainable Development. Held as an in-person event once again after two virtual editions, the 2022 public event's headline speaker was Dror Benshetrit of Supernature Labs.

Organised in Toronto, the conference allowed a conversation to get underway between various stakeholders in the construction industry covering a variety of topical subjects and forthcoming challenges relating to building performance and Sustainable Development in general. By taking a central role in this initiative, **SOPREMA** is consolidating its position as a leader in the industry whilst bringing together all the stakeholders who want to see a positive transformation of our sector.



Conference

FUTURE OF SUSTAINABLE BUILDINGS

Design for Ecological Harmony:
Bioplaning as a Discipline,
a Paradigm for Urban Design



Dror

Benshetrit

Founder & Principal of
Studio Dror & Supernature Labs

+ Get one (1)
continuing education unit

2. PROMOTE A CSR/QSE CULTURE (CONTINUED)

SOPREMA Germany & France - My Job, My Bike

“JobRad” in Germany and “Mon Job, mon vélo” in France were two exemplary initiatives begun in 2018 and 2019 respectively. These initiatives are part of **SOPREMA**’s policy of encouraging its employees to prioritise the use of bikes for their commute to work by helping them to buy bikes (regular or electric). The aim of this operation? To raise our employees’ awareness of societal issues and collectively reduce the impact of our travel on GHG emissions.

Over 100 people now have a company bike and are delighted with it! Feedback from users is very positive: feeling fitter, non-negligible financial saving, satisfaction with making an effort, etc. The emblematic scheme is allowing employees who are interested to access a decarbonised means of locomotion in a simple, progressive and fair way.

SOPREMA’s objective is to extend the scheme encouraging this type of soft mobility option whenever possible. In connection with the scheme, it will also be necessary to develop appropriate infrastructure for cyclists, as the situation varies considerably from one zone and country to another.

SOPREMA Entreprises - Towards managing consumption

As part of its CSR policy for 2023, **SOPREMA** Entreprises’ Works Department has decided to embark on a process of controlling and reducing its fuel consumption. Several actions were already taken in 2022 to implement this strategic policy.

First of all, a working group made up of several managers with a proactive approach to this issue was set up. This group proposed and communicated on a number of good practices, which are already being applied in the network. These consist of:

- Extracting information on monthly fuel consumption from the supplier portal
- Introduction of “vehicle” cards
- Taking actions to influence individual behaviour (dialogue with staff, dedicated materials for safety talks, etc.)

The scheme has already been launched and will be closely monitored with the aim of reducing fuel consumption by 2% by the end of the year. Watch this space...

SOPREMA France - Climate change awareness-raising workshops

This initiative involves holding workshops to raise awareness of climate change (run by *Fresque du Climat*). Around a hundred employees have already taken part. We plan to deploy these workshops on a large scale across the whole Group to reach as many staff as possible.

In 2022, our plant QHSE managers, the DIY superstore sales teams and the **SOPREMA** Entreprises staff at head office in Strasbourg took part in the *Fresque du Climat* workshops.



© Atypix



**MON JOB,
MON VÉLO !**

3. ENSURE KNOW-HOW AND SKILLS ARE PASSED ON

Know-how built up over more than 115 years! With 115 years of history behind it and over 10,000 employees, the **SOPREMA** Group possesses a precious body know-that it is indispensable to preserve, pass on and develop. This know-how is embodied by the men and women who make up the **SOPREMA** Group and who the guarantors of its performance. 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 training undertaken by each employee. Our ambition is to maintain a high number of training hours per employee in order to guarantee the homogeneity and sustainability of our skills.



Average number of hours' training per employee (FCP1)

11 hours

SOPREMA United States - Goals easily met!

SOPREMA US set itself a target of at least 40 hours' training per employee per year. The training programme is wide-ranging and aimed at both professional and personal development. In 2022, an average of 50 hours' training per employee were carried out.

SOPREMA Entreprises goes digital

In order to develop its training offer to meet current and future needs and take advantage of the new tools available, **SOPREMA** Entreprises is now offering its courses in digital format.

This new format allows them to:

- Be more effective and responsive,
- Meet increasingly demanding expectations,
- Respond to climate challenges (less travelling, less paper),
- Provide training when and where it is needed.

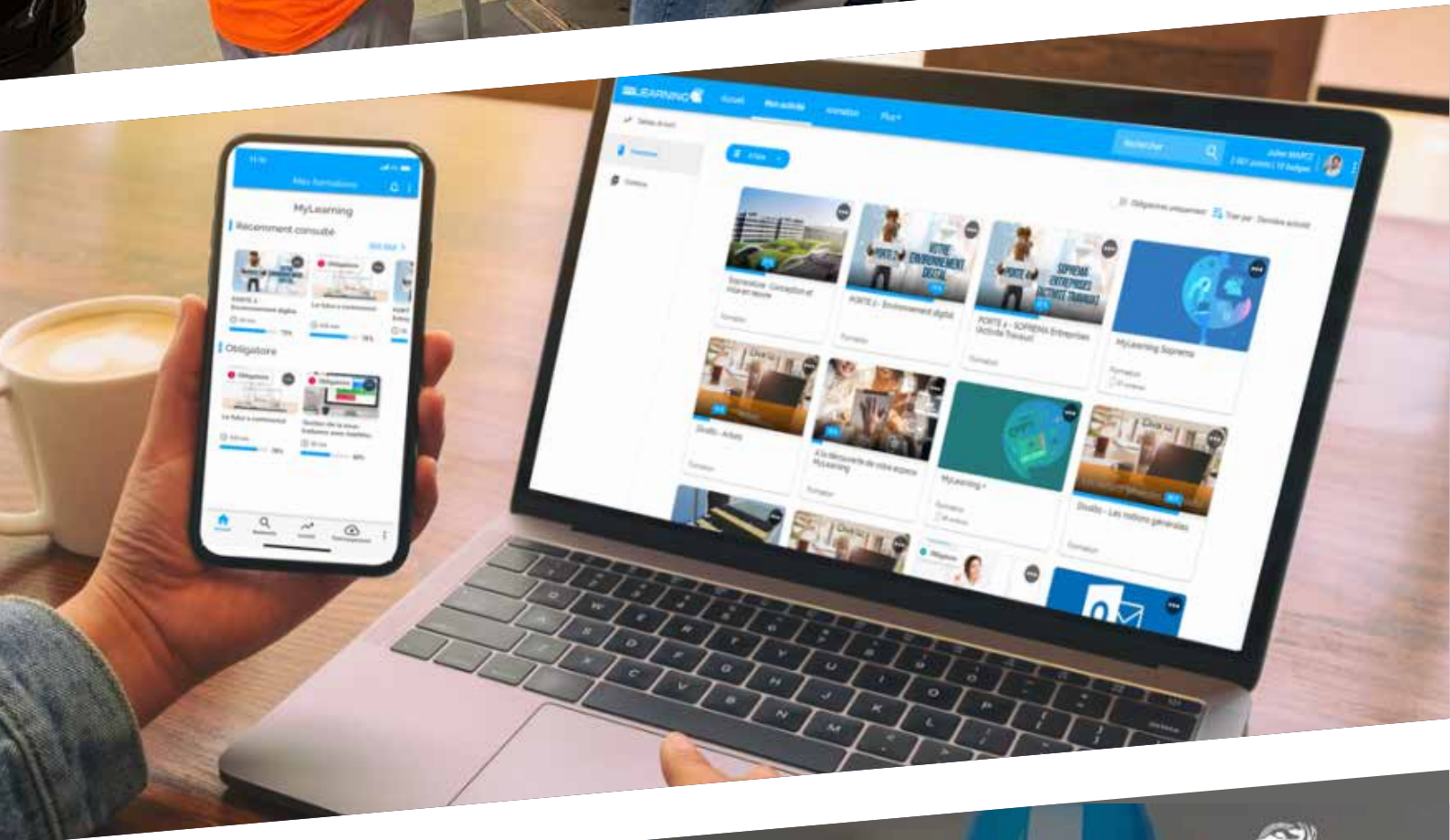
Depending on the profile of the employees, the basic and advanced training sessions can be completed on a smartphone, tablet or computer. Our different modules are available in digital or face-to-face format. The different modules are available in digital or face-to-face format.

Safety culture has been part of the DNA of **SOPREMA** Entreprises for many years. In particular, safety induction sessions have been introduced for all new employees working out on jobsites or in the factory. Since 2021, in conjunction with the Communication and Marketing department, **SOPREMA** Entreprises has provided digital versions of this safety induction module for new employees. These materials are accompanied by a post-training evaluation survey, also in digital format and adapted to each specialist area.

SUSTAINABLE DEVELOPMENT GOALS

4. Quality education

8. Decent work & economic growth



Online safety induction sessions

CSR department:
Monday 4 October 2021



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

Our activities across multiple sectors of industry and construction (known to be difficult and accident-prone) have led us to do everything possible to reduce accidents and greatly improve working conditions. Today we want to go further by contributing to the health and well-being of all our employees. Numerous initiatives are ongoing or have already been completed across all our entities.

To better control the health and safety risks, we have opted to rely on two conventional, but highly effective KPIs, accident frequency rate and severity rate. The latter has fallen considerably, which confirms that we are on the right track in our efforts to reduce accidents in the field. However, this year we

have seen a slight rise in our frequency rate. This increase is mainly explained by the expansion of our average scope with the arrival of new subsidiaries in the Group in 2022. A period of integration and appropriation of the Group's safety culture is necessary. On the other hand, the significant fall in the severity rate must also be taken into consideration. These two factors partly explain the halt observed in the substantial pace of improvement seen over the last few years. We must therefore step up our efforts to reverse this trend and progress towards zero accidents.



Frequency rate for workplace accidents (TF1)

27.31

Severity rate for workplace accidents (TG)

1.24

SOPREMA Netherlands - A fruitful sports partnership

Since 2022 **SOPREMA** Netherlands has been offering a complete programme of sports, fitness and yoga to employees, with an external partner. Employees can choose between over 3,500 places where they can exercise. Currently about 15% of **SOPREMA** Netherlands' employees are already using this service.

SOPREMA Canada - Good habits take root

Over 11 varied activities and initiatives focused on adopting healthy life habits and Sustainable Development were implemented by **SOPREMA**'s Canadian employees in 2022. Over 312 people took part, showing just how dynamic our colleagues are.

SOPREMA Poland - Training for all

The safety of employees working on roofs is an issue that concerns all of us. **SOPREMA** Poland therefore decided to set up a training programme specially for its sales reps who go out to jobsites.

SOPREMA France - Well-being and health go hand-in-hand with conviviality

In Strasbourg, the company's new head office, Le Grand Charles, boasts a 500 m² sports hall. Open to all the staff, this brand new facility already has numerous firm fans. A sports club has been founded for the occasion, the "Mammouth Club 1908", to enable interested employees to make the most of these high quality facilities and the group classes on offer. A partnership has been set up with the local athletics league to organise a comprehensive "sports for health" programme. The **SOPREMA** Group encourages everyone to get involved in physical activities as a means of enhancing interpersonal exchanges in a convivial setting whilst also contributing to employees' well-being.

SUSTAINABLE DEVELOPMENT GOALS

3. Good health & well-being



Le Grand Charles building - Strasbourg (France) © Francesca GARITI

5. SORT WASTE BETTER/REDUCE WASTE

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. Given the environmental impact of all that waste, the no. 1 priority is to reduce it and then to improve sorting, an area where there is still a great deal of room for progress, especially on construction sites.

To limit the environmental impact of its waste as much as possible, the **SOPREMA** Group has been tracking a waste performance KPI that measure the effectiveness of its waste management for several years. This KPI is showing a very positive trend, illustrating the effectiveness of the measures taken on the ground. Nevertheless, there is plenty of room for progress and we need to keep up our efforts.



Non-hazardous waste performance rate

0.43

SUSTAINABLE DEVELOPMENT GOALS

14. Life below water

15. Life on land

SOPREMA United States - Constantly improving sorting practices

SOPREMA United States is constantly improving its waste sorting practices, enabling it to avoid burying in 2022:

- 416 tonnes of corrugated cardboard
- 581 tonnes of wooden pallets.
- 77 tonnes of scrap metal.

SOPREMA Entreprises - The Rennes agency surpasses the regulatory requirements

SOPREMA Entreprises has been committed for many years to a process of waste valorisation and reduction.

The Rennes agency has taken this further and in 2022 worked on the issue with the support of the Group's CSR managers and its waste service provider. Together they identified the site's specific needs, set up a clear signage system and provided bins and skips sized to cope with the real volumes of waste produced by the site.

The sorting carried out since then has enabled:

- Waste to be directed to specific recycling channels:
 - Green waste (weeds, leaves cleared from roofs),
 - Inert waste (concrete slabs, cement, ceramic tiles),
 - Plastic covers.
- Rubble to be reused in for roads and external works (their waste service provider also being a contractor in that field),
- Improvement of metal recycling channels.

This new sorting system came into affect in October 2022, and in the last quarter of the year the site saw non-hazardous industrial waste fall by 26%.



© SOPREMA



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

In 2022, the **SOPREMA** Group measured its carbon footprint across scopes 1, 2 and 3. This calculation allowed us to identify the items responsible for emitting the most GHGs. The item with the largest carbon footprint was found to be our purchases of raw materials. That confirmed that we had been on the right track for the last 20 years, that is aiming to reduce the share of materials produced by the petrochemical industry in our products.

To meet our commitments on reducing GHG emissions and control the risks linked to the carbon intensity of our raw materials, the **SOPREMA** Group measures the proportion of bio-based and/or recycled materials it purchases.



Proportion of bio-based or recycled materials purchased

18.74%

SOPREMA Canada gives paper a second life

SOPREMA Canada's Sainte-Julie plant was able to contribute to carbon sequestration by recycling over 17,000 tonnes of paper from different sources and transforming it into cellulose wadding. Considering the quantities produced in 2022 and the results published in the environmental product declaration (EPD) of SOPRA-CELLULOSE, the manufacturing of this insulation product allowed a net sequestration (negative carbon emissions) of 2,611 tonnes CO₂ over the whole product life cycle. The acquisition of Can-Cell in Edmonton will increase supplies of bio-based raw materials over the long term and therefore increase the carbon sequestration benefit offered by **SOPREMA** insulation products.

SOPREMA Netherlands - Collaborating to foster circularity

SOPREMA North Europe has committed to fostering circular systems. The teams are constantly on the lookout for innovations and new ways of sourcing expanded polystyrene (EPS). For example, **SOPREMA** Netherlands has 17 centres where bags are available to deposit EPS. This polystyrene is then centralised at the Wijchen distribution centre to be sent to our EPS NL entity which compacts it into briquettes. These are then recycled at our Tongres plant into TRAXPO, the raw material used to manufacture XPS. This close collaboration between different partners has allowed us to implement a efficient circular economy loop.

SUSTAINABLE DEVELOPMENT GOALS

12. Responsible consumption & production



7. DEVELOPING RECYCLING SOLUTIONS

Whether it is for recycling production waste or products at the end of their life, **SOPREMA** is developing tools in-house that will enable it to reduce its carbon footprint and its dependency on carbonised raw materials.

To reduce this risk, we are committed to developing our own recycling technologies. Our objective is to integrate materials made from waste in all our product lines.



Number of recycling technologies within the Group

09

SUSTAINABLE DEVELOPMENT GOALS

9. Industry, innovation & infrastructure

12. Responsible consumption & production

SOPREMA Hungary - Moving towards using more recycled materials

The Nyirad plant has increased its use of recycled solid materials by about 50%. A planned new factory will be equipped with an additional recycling system, capable of supplying the total quantity of solid materials need to make XPS. Production waste management, including scrap metal and volatile power, has already reached 100% material valorisation.

SOPREMA France innovates with Xloop

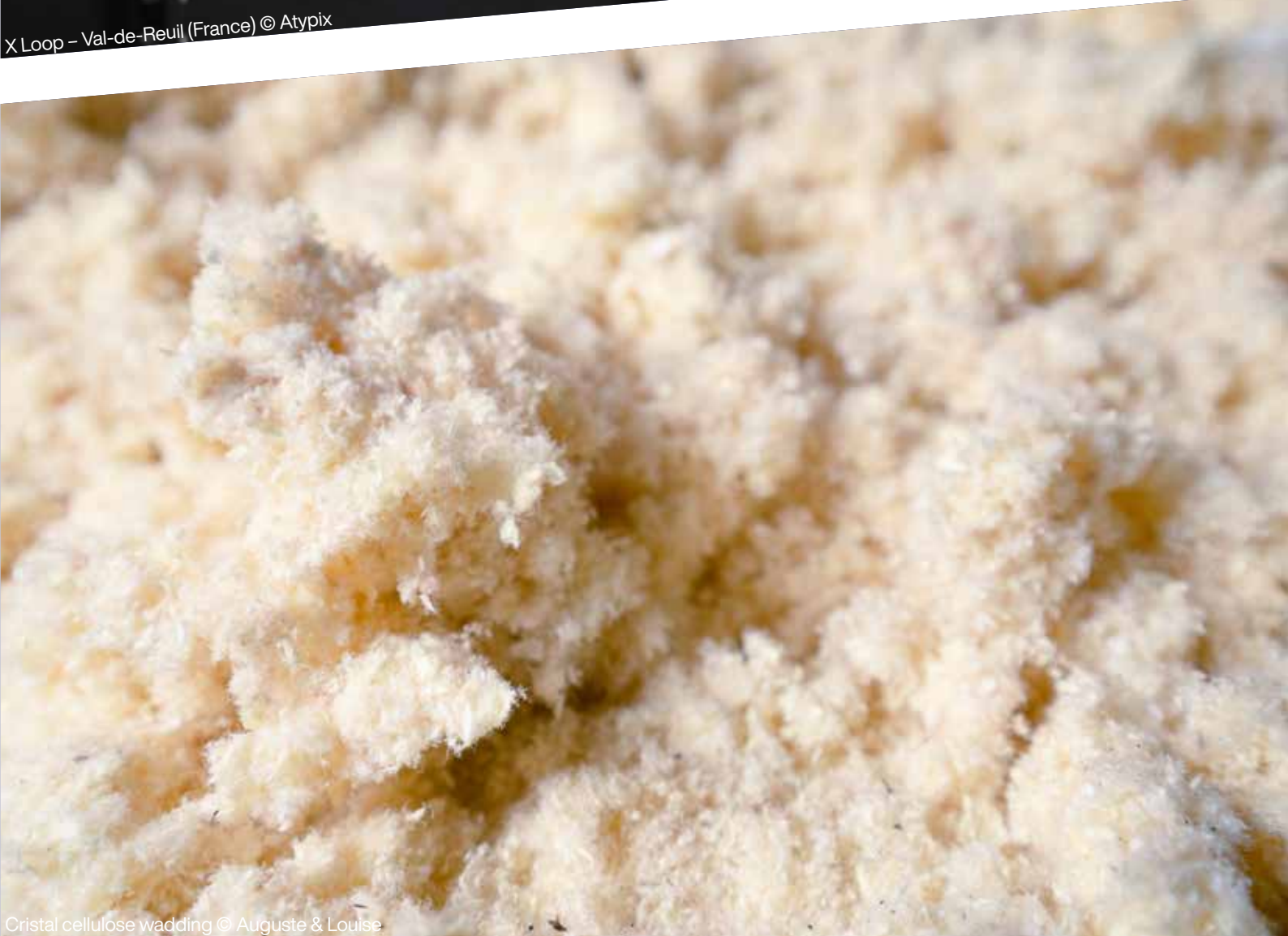
This project, which was launched in 2019, is now operational at the Val de Reuil site in Normandy. The result of extensive internal research work, Xloop is a patented **SOPREMA** solution, which consists of recycling bituminous membrane from production scraps or demolition waste. This recycling solution, based on the shredding and filtering of the waste, helps to reduce our carbon footprint.

SOPREMA France - Finds a way of recycling glassine

With its new Cristal cellulose wadding insulation made at the Cestas plant, **SOPREMA** has developed a waste processing solution and a 100% French outlet. This insulation excellent thermal and acoustic insulation properties consists of 90% glassine (silicone-coated paper or the backing paper used for self-adhesive labels). This low environmental-impact recycling solution provides a response to the specific issue of a particular type of non-hazardous waste, glassine.



X Loop - Val-de-Reuil (France) © Atypix



Cristal cellulose wadding © Auguste & Louise

8. ENCOURAGE THE REUSE OF MATERIALS

As we have already mentioned when talking about some of the other challenges (see Sort waste better/reduce waste, Increase the share of bio-based and/or recycled materials), construction materials have a serious impact on the environment, in particular due to the pressure on natural resources. To reduce this risk, we will need to start seeing buildings as a "bank of materials". That means our finished products must be designed to be easily

dismantled and separated, so that they can either be reused for the same purpose or sent for recycling.

Our responsible product offering includes, in particular, products that are fastened in place mechanically and can therefore be easily removed during renovation work or deconstruction.



Responsible product offering

13.83%

SUSTAINABLE DEVELOPMENT GOALS

12. Responsible consumption & production

SOPREMA Belgium - Data facilitating the reuse of materials

SOPREMA Belgium has become MADASTER MAX's first partner for North Europe. MADASTER is an online materials library. It provides access to information on products, their components, their locations and their environmental impacts. By providing this ID card for its construction materials, **SOPREMA** Belgium is facilitating their reuse and improving their traceability for recycling.

ADEXSI - Digital technology facilitating product disassembly

The ADEXSI group has set itself the target of offering its customers products containing 100% recyclable components by 2025. The Group's aim is therefore to set up precise selective sorting of about 150 components when products are disassembled. To achieve this, QR codes are being put on each product to provide disassembly instructions and allow the identification of the channels to valorise each component.



© SOPREMA



.madaster

9. OFFER CUSTOMERS TURNKEY SOLUTIONS

The **SOPREMA** Group has built its reputation on ability to meet its customers' needs with high-performance products. Today customers' expectations include, more than ever before, a concern to reduce their impact on the environmental and society. Our aim is to supply solutions that help to reduce our partners' GHG emissions on the one hand, and the negative externalities that affect our societies, on the other.

Our responsible product offering meets precisely these expectations with low-carbon products, rainwater management solutions and systems that help to combat the heat island effect.



Responsible product offering

13.83%

SUSTAINABLE DEVELOPMENT GOALS

11. Sustainable cities & communities

12. Responsible consumption & production

SOPREMA France - Carbon intensity included in invoices

Since October 2022, **SOPREMA** has chosen to indicate the carbon footprint of orders on the invoice, showing the carbon intensity of the product and the impact of the transport. The aim is to raise our customers' awareness of the orders of magnitude involved and work with them to reduce GHG emissions. This initiative is a logical continuation of the Group's long-standing approach of helping its customers' move towards sustainable and "turnkey" solutions.

SOPREMA France - Pavawall Smart, a lever for reducing carbon

Our bio-based wood fibre Pavawall Smart insulation, installed as external thermal insulation, emits 15% to 30% less CO₂eq than conventional systems. It therefore helps to reduce carbon emissions throughout the lifespan of external insulation installed in renovation projects (30 years). The Pavawall Smart products sold in 2021 will, for example, avoid the emission of 19,000 t CO₂eq over a 30-year period.



14, rue de Saint-Nazaire
67100 STRASBOURG
Tél +33(0) 4.90.87.88.57
Suivi par

Bilan CO₂eq relatif à la facture N°
Date

Page 1

Adresse de correspondance

N° TVA
Conditions de transport

Adresse de commande

Adresse de facturation

Informations relatives à l'empreinte carbone des produits *

Référence	Désignation	Quantité	Emballage kg CO ₂ eq / unité	Produit kg CO ₂ eq	Transport kg CO ₂ eq	Total kg CO ₂ eq
00031007	ELASTOCOL 900 - Bidon de 5L 50129 120 XXX / PAL STD	10 L	En cours d'élaboration (1)		2	2
00032848	EQUERRE DE RENFORT SOPRALANE 25CM - 50m x 6.25 50130 100 XXX / PAL STD	380 ML	En cours d'élaboration (1)		1	1
00097774	SOPRAFEX AKD GRIS - 6m x 1m 60042 42 XXX / PAL STD	1032 M2	2,270 kg CO ₂ eq / M2 FDES Collective 10-1250 : 2017 du 01/05/2017	2343	8	2349
00098551	SOPRALAST 50 TV ALU - 6m x 3m 50036 30 XXX / PAL STD	192 M2	4,870 kg CO ₂ eq / M2 Calcul Soprema 00098551/5003 du 01/07/2022	920	1	936
00098552	SOPRAFEX HP - 7m x 1m 50048 48 XXX / PAL STD	1566 M2	2,270 kg CO ₂ eq / M2 FDES Collective 10-1250 : 2017 du 01/05/2017	3625	7	5630
00103850	SOPRANATURE AKD - 6m x 1m 60042 42 XXX / PAL STD	36 M2	2,270 kg CO ₂ eq / M2 FDES Collective 10-1250 : 2017 du 01/05/2017	82		82
Total				6983	17	7000

Learn about
the carbon footprint of
your order here 

* Les données environnementales figurant sur ce document sont mentionnées à titre indicatif et selon les connaissances scientifiques actuelles.

L'empreinte carbone (CO₂eq) de nos produits, correspondant à leur impact sur le réchauffement climatique, est issue des modules A1-A5 du cycle de vie.

L'empreinte carbone (CO₂eq) du transport de nos produits est issue des modules A1-A5 du cycle de vie.



10. INCREASE THE PRODUCTION OF RENEWABLE ENERGY

Coupled with the challenges of decarbonising energy production, the energy crisis we are currently experiencing represents a risk, but also an opportunity for our industrial activities. At **SOPREMA**, we do not equate the term “renewable energy” with certificates or green energy contracts, but with an actual physical reality.

Back in 2017, we decided to equip our different sites with renewable electrical production systems for self-consumption purposes. Achieving industrial excellence also means controlling energy use. Our renewable energy facilities now produce over 10 GWh per year, and our aim is to keep increasing this self-production year on year.



Production of renewable electricity

10,531,493 kWh

7. Affordable & clean energy

SUSTAINABLE DEVELOPMENT GOALS

SOPREMA Spain - Another new photovoltaic facility

Our Castellbisbal factory in Spain was equipped with solar photovoltaic panels in 2022. The panels cover an area of over 10,365 m² on the roof. With 1400 kW of power producing 1,600,000 kWh per year, this system has allowed a complete optimisation of the Castellbisbal factory's consumption which is operational every day of the year. The benefit in terms of the carbon footprint is a saving of over 800 tonnes CO₂eq per year.

SOPREMA Switzerland doubles its electricity production capacity

With the solar panels already installed on the logistics platform, **SOPREMA** Switzerland now has a total of 1,359 photovoltaic solar panels with a combined output of 474 kWp, corresponding to annual production of 452,000 kWh. This is enough to power about 150 houses. **SOPREMA** injects the surplus energy into the public grid, thereby helping to provide a sustainable energy solution. These investments are beginning to pay off as these installations have allowed the emission of over 270 tonnes CO₂eq per year to be avoided. In line with its commitment to reduce its carbon footprint, **SOPREMA** has completed the solar PV system with nine electric vehicle charging points, including those needed to charge its own electric vehicles.

SOPREMA Germany expands its wind farm

The Hof plant (production of bituminous membranes and insulation) has considerably increased its production of renewable electricity by adding more wind turbines. This is a quite remarkable performance for this type of industry.

SOPREMA United States secures its renewable energy production for the long term

SOPREMA waterproofing membrane factories in the United States have solar photovoltaic panels on their roofs. In 2022, for example, 130,000 kWh of electricity were produced.



Hof plant (Germany) © SOPREMA



11. DIGITALISE OUR TOOLS

Digitalisation has been one of the megatrends over the last twenty years or so. It has really surged in a large number of sectors, including construction. At **SOPREMA**, however, we believe that digitalisation must contribute to the ecological transition. Our customers are looking for support on this issue.

That is why, as well as indicating the carbon intensity of our products on their invoices, we are also making available to our customers, on their **SOPREMA** digital portal, an overview of the carbon intensity of their orders.

Currently the customer portal is only available to customers in France and the Netherlands. This project, which is still in the development phase, is due to be rolled in all the countries. In fact, it will be the first brick in a set of new functionalities.



Customer activity rate on the digital portal

12.66%

SUSTAINABLE DEVELOPMENT GOALS

9. Industry, innovation & infrastructure

SOPREMA Entreprises takes to the air with SOPSCAN

SOPSCAN is a drone-borne imaging system that can be used to carry out a comprehensive diagnostic examination of a building envelope with online access to the images via a secure dedicated platform. This new tool is part of our process of digitalising our offering, designed to enable customers to easily access information on their buildings in digital format.

The energy renovation of buildings is a major issue these days: at **SOPREMA** we use drones to capture data that on a building (dimensions, equipment, etc.) that can be easily digitised and used to diagnose any weaknesses and offer accurate quotes for renovation work very quickly. In addition, the use of a drone avoids the need to use a cherry picker to inspect a site.

SOPREMA France - The future has already begun

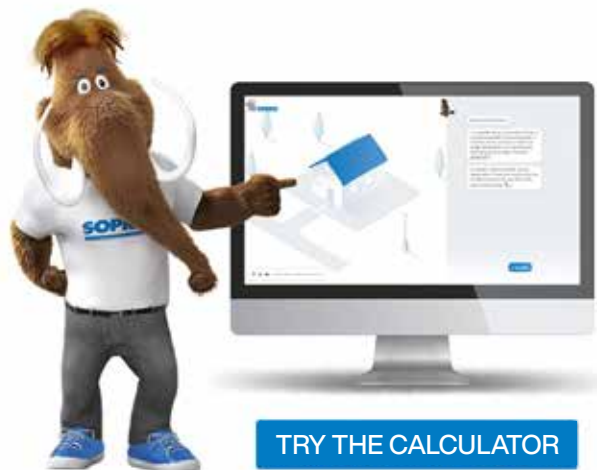
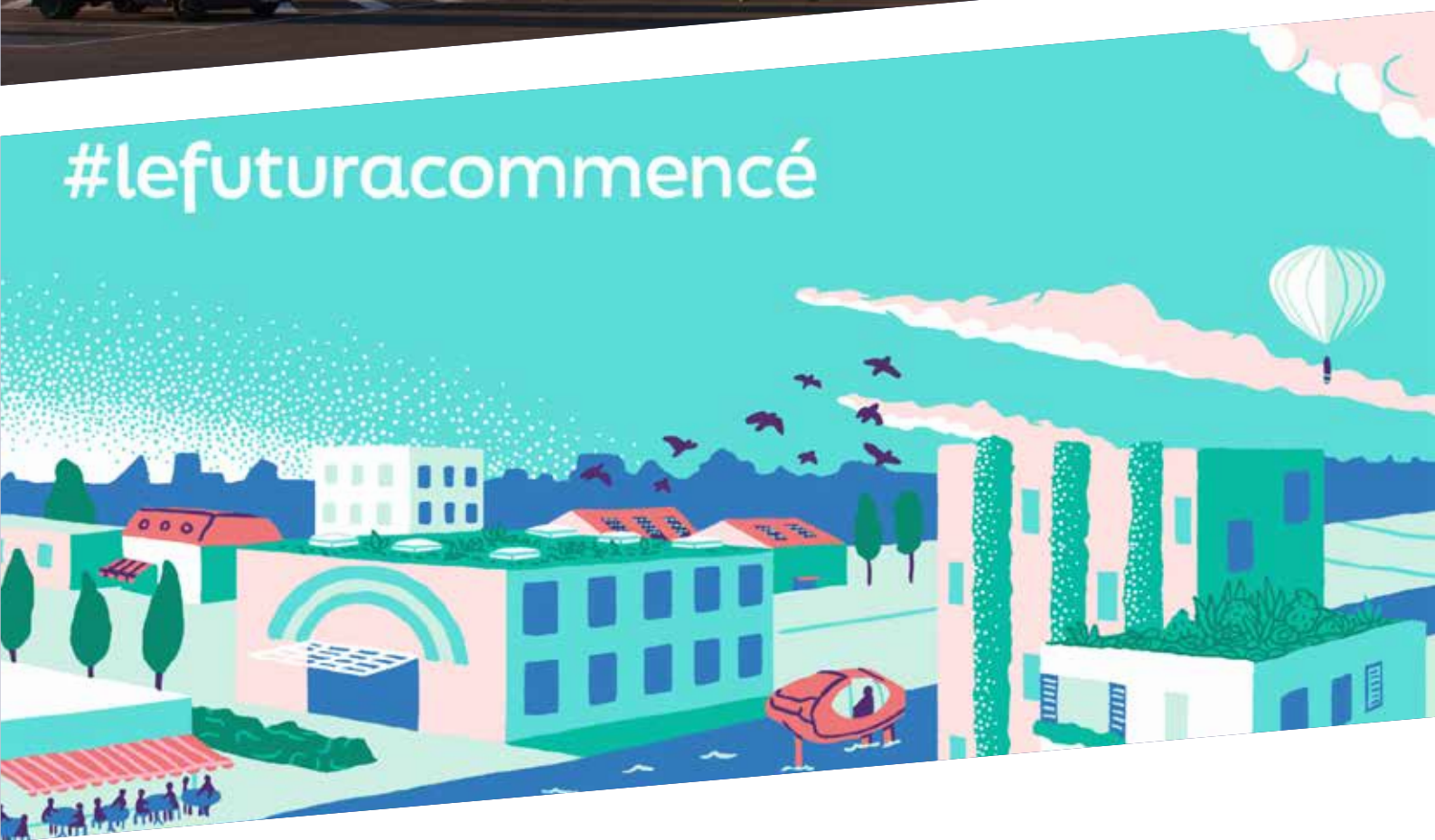
The **SOPREMA** is updating its “The Future has already begun” responsible initiative first launched in 2017 to better meet the requirements of the RE2020 standard, as well as the challenges of the energy renovation of existing buildings. The different solutions are presented on the www.lefuturacommece.fr website categorised by building type, benefit and use. The site illustrates a comprehensive range of solutions based on our recognised expertise. Let's work together to move your sustainable and responsible construction projects forward!

SOPREMA France - Simpler estimation of quantities

To simplify roof space insulation projects, the **SOPREMA** Group now offers its customers a bio-based cellulose wadding insulation calculator. This tool enables you to calculate precisely the amount of the product you need to guarantee perfect insulation.



#lefuturacommencé



[TRY THE CALCULATOR](#)

ROOF SPACE INSULATION CALCULATOR

Charly helps you to calculate exactly how much insulation you need for your roof space or converted loft

12. PRESERVE WATER RESOURCES

Our materiality matrix did not highlight this as a strategic issue. Nevertheless, the state of the water tables and the droughts suffered by many countries in the first quarter of 2023 lead us to believe that our stakeholders would score this issue differently if our questionnaires were sent out today. For that reason, we have decided to treat the preservation of water resources in the same way as our key risks.

Our industrial processes do not use huge quantities of water, but even so we believe we have a role to play by installing our own green roofing solutions on our buildings. Green roofing reduces the amount of rainwater that goes into drainage systems, thereby contributing to better water management. We have therefore made a commitment to increase the area of green roofing within the **SOPREMA** Group.



Area of green roofing

31,395 m²

ADEXSI - A life-size experimentation laboratory

The ADEXSI Group inaugurated its new R&D centre: Le Labo.

This 3,000 m² demonstrator building includes different modular roofing and façade features. Mobile sunscreens, skylights in flat roofs, green roofing and façade openings equipped sensors connected to a weather station for optimised operation of the different systems according to the climatic conditions. The objectives are to test different solutions and combinations of ventilation, shading and natural lighting to assess their impact on visual and thermal comfort and energy savings. The experiments also cover adiabatic cooling, coupled in particular with the recovery of water from the roof.

Skywater, the SOPREMA solution

SOPREMA Skywater is a range of solutions for managing, treating and valorising rainwater and grey water collected from buildings on the roof.

The offering includes:

- Conventional rainwater management accessories that make it possible to:
 - Control and limit the flow of rainwater on roofs
 - Retain and temporarily store rainwater on roofs.
- Sopranature® greening systems that cool the temperature on the roof but also treat rainwater and grey water by a phytodepuration system,
- Smart, connected irrigations solutions,
- Services such as design calculations, an engineering department, a technical centre and advice from **SOPREMA** experts.

Skywater is a true water conservation project, based on the management of rainwater on building roofs and the valorisation and reuse of the grey water generated by the building. The goal is zero water discharged into the drainage system.

SOPREMA France - Le Grand Charles at the heart of R&D

Over 1000 m² of SOPRANATURE green roofing solutions have been installed on the 17 flat roofs of the new **SOPREMA** head offices, Le Grand Charles. These include a wide variety of different plant combinations. These installations offer advantages in terms of cooling and rainwater management. They are also allowing the SOPRANATURE teams to carry out life-size studies, in particular of a system of phytodepuration of grey water.

SUSTAINABLE DEVELOPMENT GOALS

6. Clean water & sanitation



Adexsi laboratory – Luyres (France) © Vincent ESCHMANN

LET'S USE THE WATER FROM OUR FLAT ROOFS



Le Grand Charles building – Strasbourg (France) © Vincent ESCHMANN



SOPREMA Tongeren (Belgium) © Danny Gys



07

Non-financial performance summary table

SUMMARY OF NON-FINANCIAL PERFORMANCE

COMMITMENTS	RISKS	LEADERS	KEY PERFORMANCE INDICATORS
Reduce our GHG emissions	Physical risks linked to climate change	Group top management	Group carbon footprint
Promote a CSR/QSE culture	Individual behaviours in line with the carbon trajectory	CSR department Site QSE departments	Vehicle consumption
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 QSE department	Frequency rate for workplace accidents (with lost time) Severity rate for workplace accidents (with lost time)
Sort waste better/reduce waste	Environmental impact of waste	CSR department Site QSE departments	Waste performance rate
Increase the share of bio-based and/or recycled materials	Carbon footprint of our raw materials	R&D Industrial department	Proportion of bio-based or recycled materials purchased
Develop recycling solutions	Dependency on high-carbon raw materials	R&D Industrial department	Number of recycling technologies within the Group
Encourage the reuse of materials	Depletion of resources	R&D	Responsible product offering
Offer customers turnkey solutions	Discrepancy between societal expectations and the SOPREMA offering	Marketing 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
Digitalise our tools	Lack of services offered to our customers	Digital marketing department IT departments	Customer digital activity rate
Preserve water resources	Water stress	CSR department Industrial department	Area of green roofing within the Group

SUMMARY OF NON-FINANCIAL PERFORMANCE

RESULTS 2021	RESULTS 2022	TARGETS 2030	SDGS	PILLARS
	3,268,000 t CO₂eq	2,500,000 t CO ₂ eq	 13. Climate action	 PEOPLE FIRST  CIRCULAR ECONOMY  BUILDING TOMORROW
11,355,685 liters	11,733,516 liters	12,000,000 liters	 4. Quality education  13. Climate action	 PEOPLE FIRST  BUILDING TOMORROW
	11.04 hours	15 hours	 4. Quality education  8. Decent work & economic growth	 PEOPLE FIRST
25.17	27.31	23		 PEOPLE FIRST
1.71	1.24	1	 3. Good health & well-being	
0.38	0.43	0.5	 14. Life below water  15. Life on land	 CIRCULAR ECONOMY
	18.74%	35%	 12. Responsible consumption & production	 CIRCULAR ECONOMY  BUILDING TOMORROW
	09	15	 9. Industry, innovation & infrastructure  12. Responsible consumption & production	 CIRCULAR ECONOMY
	13.83%	30%	 12. Responsible consumption & production	 CIRCULAR ECONOMY  BUILDING TOMORROW
	13.83%	30%	 11. Sustainable cities & communities  12. Responsible consumption & production	 BUILDING TOMORROW
7,076,098 kWh	10,531,493 kWh	18,000,000 kWh	 7. Affordable & clean energy	 BUILDING TOMORROW
	12.67%	50%	 9. Industry, innovation & infrastructure	 BUILDING TOMORROW
	31,395 m²	50,000 m ²	 6. Clean water & sanitation	 BUILDING TOMORROW





08

**Other subjects
linked to the NFPR**

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.







The central post office in Strasbourg (France) © Vincent ESCHMANN



09

Methodology

▪ Scope covered by the KPI results in the 2022 NFPR:

The 2022 results take into account all Group entities, even though some of those included in the reporting scope did not provide figures for all the KPIs. However, the rate of coverage has been constantly increasing, to reach 90% this year for all Group entities and 99% for the industrial sites. It should also be noted that, as in each previous year, the group scope has expanded following new acquisitions. As a result, it is not possible to compare with previous years on exactly the same scope. Furthermore, a number of new KPIs have been created to better meet the requirements of the NFPR and measure the effects of our actions for each of the risks identified.

▪ Materiality matrix methodology:

The materiality matrix has been updated. Interviews were conducted in 2022 with 30 stakeholders pre-identified 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: $\text{Number of workplace accidents with lost time} \times 1,000,000 / \text{Number of hours worked}$

- *Severity rate for workplace accidents (with lost time, excluding temporary workers)*

Calculation: $\text{Number of days lost} \times 1,000 / \text{Number of hours worked}$

- *Training rate*

Calculation: $(\text{Number of trainees in regulatory} + \text{non-regulatory training} / \text{Number of hours worked}) \times 100$

- *Non-hazardous waste performance rate*

Calculation: $\text{Total non-hazardous waste sorted} / (\text{Total non-hazardous waste sorted} + \text{Total of all non-hazardous waste}) \times 100$

- *Proportion of bio-based or recycled materials*

Calculation: $(\text{Qty of bio-based materials purchased} + \text{Qty of raw materials containing some recycled material purchased} / \text{Total qty of raw materials purchased}) \times 100$

- *Number of recycling technologies within the Group*

Calculation: Qty of patented recycling technologies held by the **SOPREMA** Group

- *Number of liters of fossil fuel (liters)*

Calculation: Supplier invoices for own fleet (ordinary and utility vehicles)

- *Electricity generation from renewable sources (kWh)*

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

- *Customer digital activity rate*

Calculation: $\text{Number of customers active on the } \text{SOPREMA} \text{ digital portal} / \text{Number of customers with access to the } \text{SOPREMA} \text{ digital portal} \times 100$

- *Area of green roofing (m²)*

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

- *Responsible product offering*

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





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