



ESG data pack

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1. Introduction

Synthomer's ESG approach

Synthomer produces high-performance, highly specialised chemical products and solutions that bind the modern world together through the broadest range of everyday applications.

We recognise that we need to identify and responsibly manage the environmental, social and governance (ESG) impacts and dependencies related to relevant activities across our entire value chain, and see this as a fundamental part of how we operate.

Sustainability is one of the critical enablers of our strategy and our Vision 2030 targets set out how we are delivering on our commitments for our most relevant ESG issues. Many of these targets are underpinned by short-term objectives, so that we can track and report progress between now and 2030.

Synthomer is fully committed to supporting the goals of the Paris Climate Agreement, the objectives of the UN Sustainable Development Goals and the worldwide chemical industry Responsible Care® Guiding Principles.

This data pack contains detailed information of the continuous progress we are making in our sustainability agenda.

For more information, please visit us at [Sustainability | Synthomer](#).

Targets and objectives

Sustainable products

Vision 2030 target

At least 60% of new products with enhanced sustainability benefits.¹

Short-term 2025 objective

At least 55% of new products with sustainability benefits.

Sustainable procurement

Vision 2030 target

80% procurement spend with a sustainability rating.²

Short-term 2025 objectives

- 50% procurement spend covered by a sustainability rating and improvement plan
- Audit eight key suppliers' sites by 2025
- Ensure that all our highest-risk suppliers agree to our Supplier Code of Conduct³ or equivalent standards

Health and safety

Vision 2030 targets

Recordable injury case rate (RCR)⁴ 0.20.

Process safety event rate (PSER)⁵ 0.10.

Short-term 2025 objectives

- RCR of 0.20
- PSER of 0.20

Environment

Vision 2030 targets

Reduce Scope 1 and 2 absolute emissions by 47% (versus 2019).

Reduce Scope 3 absolute emissions⁶ by 28%.

80% of electricity from renewable sources.

Establish sustainable water management at sites located in areas of high water stress.

Short-term 2025 objectives

- 30% absolute reduction in Scope 1 and 2 emissions (versus 2019)
- 5% improvement in energy intensity (versus 2022)
- 5% reduction in total waste per tonne (versus 2022)

Our employees

Vision 2030 targets

40% senior management gender diversity.

Achieve upper quartile engagement scores against external benchmarks.

Short-term 2025 objectives

- 33% female senior leaders
- 20% senior leaders from ethnically diverse backgrounds

References can be found in Appendix 1 on page 16.

2. Environment

Energy

	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^a
Energy consumption⁷					
Absolute energy consumption	GJ	5,441,520	5,638,400	5,613,693	6,631,149
Energy consumption by source					
Natural gas	GJ	3,292,737	3,302,812	3,245,451	3,255,603
Light and heavy oils and GLP	GJ	260,182	297,710	277,833	291,090
Steam and hot water (metered)	GJ	644,377	726,932	835,579	999,288
Electricity (metered)	GJ	1,244,224	1,310,947	1,254,830	1,482,452
Coal	GJ	0	0	0	602,716
Specific energy consumption*	GJ/tonne	4.20	4.12	4.24	3.54
Projects related to energy efficiency*	#	55	48	41	46
	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^a
Refrigerant releases – HCFC and others					
Absolute refrigerant releases	kg	156	1,682	3,099	2,442
Specific refrigerant releases	kg/tonne production	0.0001	0.0012	0.0022	0.0016

Renewable energy

	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^a
Renewable energy consumption					
Total energy from renewable sources	GJ	446,636	1,006,682	951,422	153,487
Total share of energy from renewables	%	8%	18%	17	2
Total share of electricity from renewable sources*	%	37.5	80	80	11
Share of energy from renewable sources by region					
Americas	%	9.2	19	19	0
Asia	%	3.1	33	51	0
EMEA	%	8.5	15	11	4

* More details on targets and objectives can be found on page 2.
Methodologies for reporting can be found in [Sustainability insights: Climate action](#).
References can be found in Appendix 1 on page 16.

2. Environment

Climate action

	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^a
Greenhouse gas (GHG) emissions <small>8, 9, 10, 11, 12</small>					
Absolute Scope 1 GHG emissions	tonnes CO ₂ e	232,663	236,773	228,131	300,708
Absolute Scope 2 GHG emissions <i>Market based</i>	tonnes CO ₂ e	142,294	63,826	95,287	250,853
Absolute Scope 2 GHG emissions <i>Location-based</i>	tonnes CO ₂ e	158,883	174,044	205,830	255,154
Absolute Scope 1 and 2 GHG emissions <i>Market-based*</i>	tonnes CO ₂ e	374,957	300,599	323,418	551,561
Specific Scope 1 and 2 GHG emissions	tonnes CO ₂ e/tonne production	0.289	0.219	0.244	0.294
Absolute Scope 1 and 2 GHG emissions by source					
<i>from energy⁹</i>	tonnes CO ₂ e	326,282	250,103	277,829	496,870
<i>from process emissions</i>	tonnes CO ₂ e	48,454	48,053	41,454	47,164
<i>from refrigerant releases</i>	tonnes CO ₂ e	221	2,443	4,135	7,527
Scope 3 GHG emissions⁸					
Category 1 Purchased goods and services*	tonnes CO ₂ e	2,548,024	2,321,758	2,222,660	2,993,462
Category 2 Capital goods	tonnes CO ₂ e				996
Category 3 Fuel and energy related activities (not included in Scope 1 and 2)	tonnes CO ₂ e	72,382	70,348	75,763	93,907
Category 4 Upstream transportation and distribution	tonnes CO ₂ e	134,677	129,745	163,075	27,848
Category 5 Waste generated in operations	tonnes CO ₂ e	11,270	5,971	8,938	4,351
Category 6 Business travel	tonnes CO ₂ e	6,834	15,819	10,607	788
Category 7 Employee commuting	tonnes CO ₂ e	7,878	8,166	8,610	6,225
Category 8 Upstream leased assets	tonnes CO ₂ e	Not relevant	Not relevant	Not relevant	Not relevant
Category 9 Downstream transportation and distribution	tonnes CO ₂ e	Not relevant	Not relevant	Not relevant	Not relevant
Category 10 Processing of sold products	tonnes CO ₂ e	Not relevant	Not relevant	Not relevant	Not relevant
Category 11 Use of sold products	tonnes CO ₂ e	Not relevant	Not relevant	Not relevant	Not relevant
Category 12 End-of-life treatment of sold products	tonnes CO ₂ e	2,703	3,751	12,363	8,653
Category 13 Downstream leased assets	tonnes CO ₂ e	65,914	62,536	55,444	44,371
Category 14 Franchises	tonnes CO ₂ e	Not relevant	Not relevant	Not relevant	Not relevant
Category 15 Investments	tonnes CO ₂ e	10,095	11,602	11,469	24,101
Absolute Scope 3 GHG emissions	tonnes CO ₂ e	2,859,777	2,629,696	2,568,929	3,204,702
Specific Scope 3 GHG emissions	tonnes CO ₂ e/tonne production	2.21	1.92	1.83	1.41

* More details on targets and objectives can be found on page 2. Methodologies for reporting can be found in [Sustainability insights: Climate action](#). References can be found in Appendix 1 on page 16.

2. Environment

Climate-related financial disclosures

	Unit	2025 ^a	2024 ^a	2023 ^a
Financial intensity				
Scope 1 and 2 GHG emissions	tonnes CO ₂ e/£m revenue	216	151	167
Scope 1 and 2 GHG emissions	tonnes CO ₂ e/£m EBITDA	2,746	2,045	2,314
Scope 3 GHG emissions	tonnes CO ₂ e/£m revenue	1,465	1,169	1,300
Scope 3 GHG emissions	tonnes CO ₂ e/£m EBITDA	18,660	15,794	18,036
Scope 1, 2 and 3 GHG emissions <i>Market based</i>	tonnes CO ₂ e/£m revenue	1,681	1,320	1,467
Scope 1, 2 and 3 GHG emissions <i>Market based</i>	tonnes CO ₂ e/£m EBITDA	21,406	17,839	20,350
Sites with ETS or equivalent				
Scope 1 emissions	tonnes CO ₂ e	135,629	148,346	
Proportion of Group Scope 1 emissions	%	58	63	46
Proportion of Group production volume	%	11	15	13.6
Proportion of Group revenue	%	13	16	20
Capital Investment for sustainability projects				
Capex for sustainability projects	%	12	9	
Priority sites at high risk of water stress¹³ (using WRI Aqueduct and local risk factors)				
	Unit	2025	2024	2023
Number	#	3	3	3
Proportion of Group production volume	%	11.7	11.8	10.9
Proportion of Group revenue	%	13.5	12.5	12.7

Methodologies for reporting can be found in [Sustainability insights: Climate action](#).
References can be found in Appendix 1 on page 16.

2. Environment

Other air emissions

	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^b
Other emissions to air – absolute					
Sulphur dioxide (SO ₂)	tonnes SO ₂	18.41	23.42	14.36	126.28
Nitrogen oxides (NO _x) ¹⁴	tonnes NO _x	207.23	192.18	159.29	198.57
Particulate matter (PM)	tonnes PM	47.67	47.66	35.5	
Volatile organic compounds (VOCs)	tonnes VOC	466.85	475.56	299.671	231.34
Other emissions to air – specific					
Sulphur dioxide (SO ₂)	kg SO ₂ /tonne production	0.014	0.017	0.011	0.070
Nitrogen oxides (NO _x) ¹⁴	kg NO _x /tonne production	0.160	0.140	0.12	0.115
Particulate matter (PM)	kg PM/tonne production	0.037	0.035	0.027	
Volatile organic compounds (VOCs)	kg VOC/tonne production	0.360	0.347	0.226	0.127

References can be found in Appendix 1 on page 16.

2. Environment

UK only

	Unit	2025 ^a	2024 ^a	2023 ^a	2019 ^a
Energy consumption⁷					
Absolute energy consumption	GJ	240808	231,491	224,990	266,603
Specific energy consumption	GJ/tonne	3.61	3.54	3.85	3.54
Greenhouse gas (GHG) emissions <small>8, 9, 10, 11, 12</small>					
Absolute Scope 1 GHG emissions	tonnes CO ₂ e	8647	8,153	7,882	9,849
Absolute Scope 2 GHG emissions <i>Market-based</i>	tonnes CO ₂ e	9753	7,911	6,443	5,308
Absolute Scope 2 GHG emissions <i>Location-based</i>	tonnes CO ₂ e	9162	9,078	8,447	8,359
Absolute Scope 1 and 2 GHG emissions <i>Market-based</i>	tonnes CO ₂ e	18400	16,063	14,325	15,202
Specific Scope 1 and 2 GHG emissions	tonnes CO ₂ e/tonne	0.276	0.245	0.245	0.202
Absolute Scope 3 GHG emissions	tonnes CO ₂ e	213,687	250,130	119,876	
Specific Scope 3 GHG emissions	tonnes CO ₂ e/tonne	3.20	3.82	1.97	

Methodologies for reporting can be found in [Sustainability insights: Climate action](#).
References can be found in Appendix 1 on page 16.

2. Environment

Water

	Unit	2025	2024	2023	2019
Group water usage¹⁵					
Total water withdrawal	m ³	6,913,192	6,967,462	6,916,320	7,142,707
Specific water withdrawal	m ³ /tonne	5.33	5.09	5.22	3.93
Water withdrawal by source					
Public potable supply	m ³	1,954,232	2,122,536	1,974,999	1,755,650
Raw water from river	m ³	2,260,055	2,658,406	2,661,642	2,810,402
Raw water from borehole	m ³	822,231	771,770	782,757	1,192,088
Raw water from canal	m ³	57,614	41,232	38,932	65,012
Raw water from other	m ³	1,819,060	1,373,518	1,457,990	1,319,556
Total water consumption	m ³	2,069,064	1,822,946	1,945,467	---
Specific water consumption	m ³ /tonne	1.60	1.33	1.44	---
Priority sites at high risk of water stress¹³ (using WRI Aqueduct and local risk factors)					
Number	#	3	3	3	--
Proportion of Group production volume	%	11.7	11.8	10.9	--
Proportion of Group revenue	%	13.5	12.5	12.7	--

Waste

	Unit	2025	2024	2023	2019
Group waste (total)¹⁶					
Absolute	tonnes	79,470	61,919	60,356	66,558
Specific*	kg/tonne	61.29	45.20	45.58	35.50
Group waste (landfill)					
Absolute	tonnes	12,720	12,739	11,980	18,891
Specific	kg/tonne	9.81	9.30	9.05	10.08
Group waste (hazardous)					
Absolute	tonnes	29,071	28,721	27,070	35,036
Specific	kg/tonne	22.42	20.97	20.44	18.69
Group waste (non-hazardous)					
Absolute	tonnes	50,399	33,198	33,286	31,522
Specific	kg/tonne	38.87	24.24	25.14	16.81

* More details on targets and objectives can be found on page 2. References can be found in Appendix 1 on page 16.

2. Environment

Waste continued

	Unit	2025	2024	2023	2019
Hazardous waste by source					
Incinerated – with energy recovery	tonnes	11,297	7,030	8,608	9,034
Recycled – separated – reprocessed	tonnes	5,117	9,546	7,221	7,195
Incinerated – no energy recovery	tonnes	4,156	3,675	4,124	6,508
Disposed by landfill	tonnes	2,022	1,730	1,350	1,200
Other	tonnes	6,478	6,740	5,767	11,100
Non-hazardous waste by source					
Incinerated – with energy recovery	tonnes	2,646	3,246	3,200	8,219
Recycled – separated – reprocessed ¹⁶	tonnes	35,195	17,676	17,255	2,729
Incinerated – no energy recovery	tonnes	97	90	76	1022
Disposed by landfill	tonnes	10,697	11,010	10,630	17,692
Other – municipality	tonnes	1,763	1,177	2,126	1,860
Sites that are zero direct waste to landfill					
Number	#	6	6	10	–
Proportion of group revenue	%	17.8	17.0	27.7	–
Proportion of group production volume	%	22.9	22.5	30.7	–

References can be found in Appendix 1 on page 16.

3. Social

Workforce

	Unit	2025	2024	2023	2019
Total headcount	#	3788	4,102	4,215	28,992
Employees with permanent contract	%	97.0	96.6	97	~ 100 ¹⁷
Employees with temporary contract	%	3.0	3.4	3	2
Total employee turnover	%	4.4	6.1	7.9	10.22
Employees covered by collective bargaining	%	54	61	55	67
Total new hires	#	273	470	435	2052
Average training hours per FTE	#	23	29	31	232
Workforce gender diversity					
Total workforce who are female	%	24.1	23.4	23	212
Board who are female	%	44.4	36.4	44	222
Senior leaders who are female ^{18*}	%	35.3	29.2	30.4	92

	AMERICA		EMEA		ASIA		FEMALE		MALE		NOT DECLARED	
	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
People demographics in 2024												
No. of employees	714	712.5	2466	2374.3	608	608.0	912	869.3	2871	2820.4	5	5.0
No. of permanent employees	707	706.5	2413	2354.7	555	555.0	873	840.1	2798	2772.1	4	4.0
No. of temporary employees	7	6.0	53	19.6	53	53.0	39	29.2	73	48.3	1	1.0
No. of non-guaranteed employees												
No. of full-time employees	709	708.9	2356	2297.0	608	608.0	834	818.0	2834	2790.8	5	5.0
No. of part-time employees	5	3.6	110	77.3	0	0.0	78	51.3	37	29.6	0	0.0

	AMERICA		EMEA		ASIA	
Notice period for operational changes¹⁹						
Minimum notice period regarding operational changes		weeks			2	2
Specified in collective labour agreements		Y/N			Y	Y

* More details on targets and objectives can be found on page 2. References can be found in Appendix 1 on page 16.

3. Social

Health and safety

	Unit	2025	2024	2023	2019
Health and safety					
Total recordable injury case rate – RCR*	per 100,000 hrs ²⁰	0.15	0.14	0.16	0.2
Employees' RCR	per 100,000 hrs	0.12	0.16	0.14	0.19
Contractors' RCR	per 100,000 hrs	0.30	0.06	0.26	0.22
Total fatalities	#	0	0	0	0
Total process safety event rate – PSER*	per 100,000 hrs ²⁰	0.25	0.21	0.18	0.11
Lost time injury rate (LTIR)	per 1,000,000 hrs ²⁰	1.43	1.3	1.42	1.4
Employees' LTIR	per 1,000,000 hrs	1.04	1.5	1.32	
Contractors' LTIR	per 1,000,000 hrs	3.02	0.6	1.91	
Lost time injury severity rate (LTISR)	per 100,000 hrs ²⁰	7.5	6.1	8.3	6.3
Employees' LTISR	per 100,000 hrs	5.5	6.7	8.1	
Contractors' LTISR	per 100,000 hrs	15.7	3.4	9.1	
% of employees covered by Health & Safety (or SHE) Committee (including offices)	%	79	77	–	–
% of employees covered by health and safety risk assessment (or job or task risk assessment) (including offices)	%	82	80	–	–
% of employees covered by Health & Safety (or SHE) Committee (excluding offices)	%	79	78	–	–
% of employees covered by health and safety risk assessment (or job or task risk assessment) (excluding offices)	%	82	82	–	–

* More details on targets and objectives can be found on page 2. References can be found in Appendix 1 on page 16.

3. Social

Procurement²¹

	Unit	2025	2024	2023
Procurement spend covered by sustainability rating*	%	39	53	45
Targeted suppliers that have agreed to our Supplier Code of Conduct*	%	92	93	80
Targeted suppliers that have gone through an EcoVadis assessment	%	27	43	–
Targeted suppliers that have gone through an on-site TfS audit	#	8	8	–
Buyers across all locations who have received training on sustainable procurement	%	96	88	–
Audited/assessed suppliers engaged in corrective actions or capacity building	#	16	8	–
Targeted suppliers that have ESG clauses	#	1	0	–

Product quality

	Unit	2025	2024	2023
Right-first-time products	%	98.8	98	98.5

Innovation

	Unit	2025	2024	2023
New products with sustainability benefits ^{22*}	%	84	69	64
Ratio of products with product carbon footprint	%	80	73	approx. 60

Product safety

	Unit	2025	2024	2023
Sales volume from products containing a substance of very high concern ²³	%	1.12	1.29	0.79

* More details on targets and objectives can be found on page 2. References can be found in Appendix 1 on page 16.

3. Social

Certifications

Standard	% of certified sites ²⁴				All certificates available on Synthomer website:
	2025	2024	2023	2019	
ISO 9001:2015	100	100	100	100	ISO 9001 multisite certificate
ISO 14001:2015	76.7	75.8	73.7	100	ISO 14001 multisite certificate
ISO 50001:2018	23.3	24.2	22.2	28	ISO 50001 multisite certificate
ISO 45001 certification	13.3	12.1	10.5	16	Filago (Italy); Sant'Albano (Italy); Sokolov (Czech Republic); Nanjing (China)
RCMS compliance statement	23.3	18.2	28.9	0	Synthomer HQ RCMS Statement of Conformity
ISCC Plus	36.7	24	0	–	ISCC Plus certificates
Total number of sites ^a	30	33	36	25	

Community

	Unit	2025	2024	2023	2019
Synthomer Foundation					
Total grants	#	264	300	--	--
Total donations	\$'000	1,249,582.50	1,299,938.50	--	--
Education	%	52.27	63.43	--	--
Arts and culture	%	6.44	6.12	--	--
Civic	%	10.98	6.35	--	--
Health and human services	%	3.41	24.10	--	--

References can be found in Appendix 1 on page 16.

4. Governance

Board of Directors

Board of Directors	Peter Hill, CBE	Michael Willome	Lily Liu	Dato' Lee Hau Hian	Holly A Van Deursen	Martina Flöel	Uwe Halder	Janet Ashdown	Jonathan Silver
Position	Chair	CEO	CFO	Non-Executive Director	Independent Non-Executive Director	Independent Non-Executive Director	Non-Executive Director	Senior Independent Director	Independent Non-Executive Director
Nationality	British	Swiss	British and Australian	Malaysian	American	German	German	British	British
Gender	Male	Male	Female	Male	Female	Female	Male	Female	Male
Starting date	Sept 2024	Nov 2021	July 2022	1993	Sept 2018	Sept 2023	Sept 24	July 2025	July 2025
Audit Committee*					X	X		X	Chair
Remuneration Committee*					Chair	X		X	X
Nomination Committee*	Chair			X	X	X		X	X
Disclosure Committee*	Chair	X	X						
Serves in other listed company Boards	1	1	1	2	2	1	1	3	2

X = member of the committee.

Board diversity, tenure, ownership and pay ratio

Board diversity and tenure

Gender diversity

Female	4
Male	5

Ethnic diversity

White	7
Asian	2

Tenure

0-5 years	7
5-10 years	1
>10 years	1

Ownership and control – higher than 10%	Ordinary shares (number)	% of ordinary shares in issue	Nature of holding
Kuala Lumpur Kepong Berhad Group	43,986,318	27 ²⁵	Direct Interest
Total Issued Shared Capital (ISC)	163,499,562	100	N/A

Chief Executive Officer-to-all-employees pay ratio	Method ²⁶	2025	2024	2023	2019
25th percentile pay ratio	Option B	22:1	31:1	32:1	28:1
Median pay ratio	Option B	18:1	24:1	26:1	23:1
75th percentile pay ratio	Option B	12:1	19:1	19:1	16:1

References can be found in Appendix 1 on page 16.

4. Governance

Ethics

	2025	2024	2023
Whistleblowing hotline reports	17	16	17
<i>Human Resources, diversity and workplace respect</i>	11	5	10
<i>Corruption</i>	0	0	0
<i>Business integrity</i>	1	10	5
<i>Safety, health and environment</i>	1	1	2
<i>Sites audits on compliance and ethical standards</i>	3	3	3
Information security incidents	1	1	tbc

5. Appendix 1

Methodologies and References

Our methodologies

Information on our methodologies can be found online in [Sustainability insights: Climate action](#).

References

1. Introduction

Targets and objectives

1. Enhanced sustainability benefits are defined as a positive sustainability benefit either for Synthomer, our customer or the end user (anywhere in the downstream value chain) based on our Product Sustainability Scorecard as part of our Strategic Scorecard.
2. Sustainability rating is defined as a supplier who has a valid EcoVadis Scorecard Assessment.
3. Please refer to our [Supplier Code of Conduct](#).
4. Recordable injury rate (RCR) is defined as the number of recordable injuries to employees and contractors divided by the hours worked by employees and contractors and multiplied by 100,000. A recordable injury is defined using OSHA as an injury resulting in time away from work and corresponding working hours.
5. Process safety event rate (PSER) is defined as the number of reportable process safety events divided by the hours worked by employees and contractors and multiplied by 100,000. Reportable process safety events Definitions are based on ICCA (International Council of Chemical Associations) definitions.
6. As defined by our approved SBTi target. This is Scope 3 Category 1.

2. Environment

- a) Data here refers to Group composition as at the end of 2025. 2019-2025 GHG data has been re-calculated to reflect all acquisitions and divestments.
7. Data relates to site usage of all fuels, excluding transport of goods to and from site and the movement of these vehicles on site. Internal transport on site is included.
8. Details on Scope 1, 2 and 3 calculations can be found in Synthomer's [Sustainability insights: Climate action](#).

Scope 1, 2 and 3: Independent Limited Assurance

We engaged Grant Thornton UK LLP to provide independent limited assurance over our:

Scope 1 emissions (tCO₂e)

Scope 2 market-based emissions (tCO₂e)

Scope 2 location-based emissions (tCO₂e)

Scope 3 total (tCO₂e)

This limited assurance engagement has been performed in accordance with ISAE 3000 (Revised) and ISAE 3410 for the year ended 31 December 2025. See the [limited assurance](#) report with an unmodified opinion.

9. CO₂e emissions include contributions from CH₄ and N₂O associated with combustion.

10. The total Scope 1 and 2 CO₂e figure is the total of the CO₂e emissions associated with energy, refrigerant release and relevant process emission contributions.

11. Our Stallingborough site in the UK is supplied with most of its electricity from an adjacent municipal waste incinerator. In 2025 this is classed as non-renewable and the emissions from this electricity were 0.576 kg CO₂e per kWh, based on our determination of the factors used for the Climate Change Agreement submission.

12. TCFD metrics are calculated using GHG data stated in the table and revenue figures stated in the Annual Report 2025.

13. Priority sites for water stress have been identified by combining local risk factors using the WRI Aqueduct tool and relative water demand.

14. NO_x emissions are predominantly those from combustion processes. The CO₂e Global Warming Potential contribution from these releases is already included in the CO₂ from the energy figure above.

15. Since adopting a more accurate and holistic water mass balance approach in 2022, we are not reporting water consumption for earlier years.

16. The increase in total waste is due to a change in how we report the bromide effluent waste stream at our Harlow sites and construction waste from demolition at our Marl site. For further information on the changes to the total waste figures and the updated reporting and calculation methodologies, see the [Sustainability Insights: Waste paper](#).

3. Social

17. Prior to OMNOVA acquisition.

18. Executive Team and management level one.

19. In line with GRI 402, Synthomer adheres to the legal requirements in each region that we operate in.

20. Employees and contractors.

21. Please refer to our [Sustainable Procurement Policy](#) and Strategy and [Supplier Code of Conduct](#).

22. Assessed by our Product Sustainability Scorecard.

23. SVHC – Substances of Very High Concern as per Annex XIV in EU REACH.

24. Only the manufacturing sites are considered.

4. Governance

25. As at 31 December 2025, the following information had been received by the Company, in accordance with Chapter 5 of the Disclosure Guidance and Transparency Rules (DTRs), from holders of notifiable interests in the Company's issued share capital.

26. The employees used for the purposes of compiling the table above were identified on a full-time equivalent basis at the pay period during which 5 April 2025 fell. Option B, which involves identifying the employees at the 25th, median and 75th percentile from our gender pay gap report, was chosen as the calculation methodology. The selected employees' pay and benefits for the calendar year were then calculated using each element of employee remuneration consistent with the CEO and no element of pay has been omitted. Employees for the purpose of the gender pay gap are employees of Synthomer (UK) Limited (493 relevant employees as at the snapshot date of 5 April 2025). The ratio was determined at 31 December 2025.

6. Appendix 2

Glossary of Terms

CH ₄	methane
CO ₂	carbon dioxide
CO ₂ e	carbon dioxide equivalent
Defra	UK Department for Environment, Food and Rural Affairs
EBITDA	EBITDA is calculated as operating profit before depreciation, amortisation and special items
ESG	environmental, social and governance
EU ETS	European Union Emissions Trading Scheme
GHGs	greenhouse gases
FTE	full-time equivalent
GJ	gigajoule
HC	headcount
HCFC	hydrochlorofluorocarbon
ISCC	International Sustainability and Carbon Certification
kg	kilogramme
KPIs	key performance indicators
ktonne	kilotonne or 1,000 tonnes (metric)
NED	Non-Executive Director
N ₂ O	nitrous oxide
RCMS	Responsible Care Management System
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
TCFD	Task Force on Climate-related Financial Disclosures
TfS	Together for Sustainability
WRI	World Resources Institute

7. Disclaimer

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