



# Sustainability Report 2021 Highlights



As a company our purpose is to create a sustainable future through innovative chemistry and in this, our second Annual Sustainability Report, we share our progress and learnings towards this purpose. This is a multi-stakeholder undertaking which requires the engagement of our employees, customers, suppliers, shareholders and the communities in which we operate.

Personal and process safety is vital to those who work at our sites, to those who live and work nearby and to the environment, and I'm pleased that in 2021 we continued to lead the industry and had our third best HSE performance in our 23-year history.

We made changes to our organisation in 2021 in order to accelerate our sustainability journey. We have elevated the position of Sustainability Director to the Infineum Executive Committee to ensure that Sustainability is an integral part of our leadership decisions.

Under the Sustainability Director's sponsorship, we have also established a Sustainability Governance Committee (with executive representation from all functions in the organisation) which is charged with the task of ensuring that sustainability is considered in our product portfolio, supply chain and capital decisions.

Consequently, we have already met our 2025 target to carry out a thorough sustainability assessment for all new product developments. Also, an acquisition made in 2021 to serve the mining explosives industry was specifically chosen for its ability to suppress fumes and gaseous emissions during the mining process.



## A message from our CEO

As the world changes quickly around us, we remain committed to our sustainability journey and we have had some notable successes across the environmental and social responsibility spectrum:

- Our solar field in our Linden, New Jersey facility is in full operation
- We have ongoing manufacturing efficiency projects that are expected to deliver a systematic reduction of the Scope 1 and 2 emissions from our facilities
- An employee-led initiative in Cologne has reduced sludge waste by 70% versus 2018
- We have included sustainability components in the Incentive Based Pay mechanism for all our employees
- Our employees have remained resilient throughout Covid and are using their Volunteering Days to care for others in the community
- Already in 2022, employee activities and fundraising relating to Ukraine have been both very impressive and humbling
- We plan in 2022 to publish our Net Zero ambition

Our vision is to move from a leader in the additives business serving the fuel and lubrication needs of internal combustion engines to become a world-class, sustainable specialty chemicals company.

We are making great progress, but as with everything, we recognise that there is more to do.

Trevor Russell | CEO Infineum

# Sustainability is now integral to our corporate strategy.

We created a sustainability position on our leadership team, and a Sustainability Executive Committee.

A portrait of Maurizio Abbondanza, the Sustainability Director. He is a man with dark, curly hair, wearing a blue suit jacket, a white shirt, and a light-colored striped tie. He is smiling slightly and looking towards the camera. The background is a bright, out-of-focus office setting. A blue curved line with a circular dot at its end is positioned behind him, extending from the left side of the page.

Maurizio Abbondanza | Sustainability Director

# 100%

We have met our 2025 target for integrating sustainable criteria into 100% of new product development.

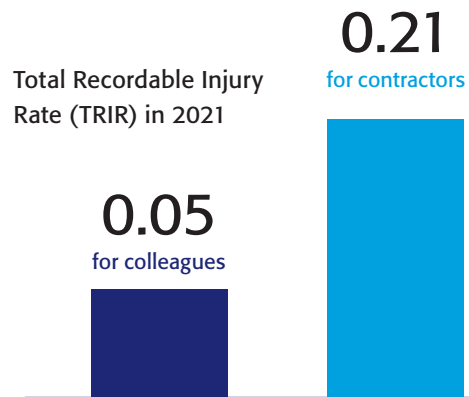
We have created a framework to support employees who wish to make a positive difference in their local communities.

We launched the **Global Volunteering Standard**, which gives employees one additional day of annual leave to deliver a positive impact to the communities where Infineum operates, either through supporting a local charity or by promoting and encouraging Science, Technology, Engineering and Mathematics skills in the next generation.



We continue to lead the process industry\* in safety performance and appear in the top 10% of the chemical industry.

Personal safety results for both Infineum employees and contractors are industry leading.



\*By 'process industry', we mean industries where chemical processes play a key role. For example, the chemicals industry, refining and metallurgy activities.



We are on track to hit our 2025 target of a **20% reduction** in operational carbon emissions per metric ton of product compared to 2018.

