

Welcome to our
**Sustainability
Report 2024**



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A word from our CEO

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A word from our CEO

In 2024, Infineum celebrated its 25th anniversary, marking a significant milestone and an opportunity to reflect on our journey and set the direction for the next 25 years.

Our unwavering commitment to sustainability is central to Infineum's corporate purpose of creating a sustainable future through innovative chemistry. It defines who we aspire to be as a company and serves as a guiding principle for building a long-lasting and successful business.

We have made substantial progress on our sustainability journey, thanks to the crucial contributions from every part of the organisation. I want to extend my heartfelt gratitude to every Infineum colleague for making a difference in their field of work. In marketing and technology, for instance, we have integrated sustainability criteria into our product development and portfolio management. In 2024, we completed a sustainability assessment for 78% of our product portfolio, enabling us to make informed decisions that steer our portfolio in the right direction. We are also increasing the use of circular raw materials and have ambitious plans to deliver commercially attractive products with reduced carbon footprints to our customers.



A word from our CEO

A word from our CEO

Our global manufacturing teams remain focused on reducing the carbon intensity of our sites, while our supply chain and procurement teams collaborate with suppliers to find opportunities to reduce upstream value chain emissions. Additionally, our procurement function has enhanced our understanding of supply chain risks by increasing the coverage of our supplier sustainability evaluations year-on-year.

We are equally committed to the social aspects of sustainability, working inclusively to create positive outcomes for our people and communities. In 2024, I am proud that 23% of colleagues used their volunteering day to contribute to their local community, and I hope to see even more participation in 2025.

A significant focus in 2024 has been the development of a new sustainability strategy and supporting governance framework to elevate our sustainability efforts and integrate our ambitions within core business functions. This framework will be implemented in 2025 and will ensure closer alignment between our sustainability and business objectives, ultimately creating value for our stakeholders as the world transitions to a low-carbon future.

Aldo Govi, CEO, Infineum



A background image showing a person wearing blue gloves pouring a yellow liquid from a beaker into a graduated cylinder. The image is semi-transparent and serves as a backdrop for the page number.

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About Infineum

About Infineum

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About Infineum

Infineum, a specialty chemicals company, was established in January 1999 as a joint venture between ExxonMobil and Shell, bringing together their respective additive divisions to become a world leader in the formulation, manufacture and marketing of additives for the fuel and lubricant industry.

Infineum's technology is often hidden in plain sight, enhancing hardware performance, efficiency and durability in many of the world's most critical mechanical, industrial and transportation applications.

Our fundamental technical competencies encompassing detergency, dispersancy, surface chemistry, flow improvement and wax modification enable fuels and lubricants to deliver superior fuel economy, reduced emissions, and minimised waste through extended oil drain intervals and prolonged engine life.

Our fuel and lubricant additives are sold in more than 90 countries worldwide. Additionally, our emerging portfolio of specialty chemical additives continues to expand across a variety of segments.

With headquarters in the UK, we have worldwide production facilities and sales representation in more than 70 countries and strategically located business and technology centres in China, Singapore, the UK, the USA and Japan.

[Find out more about us](#)

About Infineum

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Corporate governance

Good corporate governance is essential to ensuring that Infineum remains a well-managed and profitable company. Our Board of Directors and Corporate Leadership Team are responsible for setting long-term strategies and goals, and for ensuring their implementation.

[Meet our Corporate Leadership team](#)

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Corporate governance

An executive management oversight committee ensures risk management processes are in place, properly communicated, and are working satisfactorily across the organisation. This team, along with our Board of Directors, also reviews the major corporate risks that can significantly impact our reputation, operations and profitability.

Working with line management, the team ensures that mitigation plans and resources are prioritised, and corrective actions are taken as required. Our risks and controls framework provides a rigorous approach towards managing the risks we face in our business. It is backed by independent validation, provided by internal audits, external audits, and the audit subcommittee of our Board of Directors.



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Our value chain partners

Our market leading solutions are the result of years of meticulous development built on our leading research and development capabilities.

In fact, our technology excellence is backed by more than 1,900 global patents and a highly skilled and engaged workforce of around 2,000 people across culturally and geographically diverse teams.

We adhere to proven and reliable processes throughout our operations, from product development through to end delivery, that are designed to ensure consistent product quality and supply reliability.

With a network of over 3,000 global suppliers, Infineum has robust supply chains established on the foundation of long-term and strategic partnerships.

We also work closely with over 20 external manufacturers, or toll blenders, who market and distribute our products directly to our customers.

These partners are spread across several global sites, ranging from small plants to larger, more strategic sites producing multiple products.

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Our value chain partners



As a strategic collaborator to many Original Equipment Manufacturers (OEMs) in the transportation sector and through a leading role in industry groups, Infineum has been instrumental in the definition and evolution of many new specifications that have driven, and will continue to drive, improvements in lubricant performance, including lower in-use emissions.

We pride ourselves on our strong and collaborative customer relationships and continually work to develop the appropriate capabilities and resources to help them in achieving their business and technical goals.

By working together with our customers, OEMs and industry partners, we are enabling the advancement of low-emission vehicle technologies and supporting the electrification of mobility. We expect this collaboration to continue, as emissions legislation and performance standards become increasingly ambitious.

[Discover our strategic vision](#)

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Business ethics

Infineum's culture is built on strong ethical values. In everything we do, we pride ourselves on maintaining safe systems and supply chains, building lasting and responsible relationships with our partners, suppliers, and customers, and creating a sound and resilient organisation for the future.

We believe our reputation is a priceless company asset and uphold it by choosing the course of highest integrity, even where the law is permissive.

This includes support for the principles of international organisations with respect to bribery and corruption, business probity and ethical standards.

Our internal audit function reviews our Management Systems to ensure Code of Conduct compliance.

All relevant colleagues and contractors receive comprehensive training on Infineum's core policies and associated behaviours.

We are committed to fostering an environment where open and honest communication is the norm and encourage all colleagues to approach their leaders, the management team or relevant functional representatives if they believe violations of laws, regulations or the Infineum Code of Conduct may have occurred.

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Business ethics

Additionally, we have a global reporting hotline operated by a third-party, available in multiple languages.

This hotline is available via our intranet home page and can be accessed by both colleagues and contractors to anonymously report incidents or concerns, including discrimination or harassment.

We ensure that all reported cases are thoroughly investigated. In 2024, we received 4 reports of discrimination or harassment, all of which were promptly and thoroughly investigated.

To further reinforce our commitment to a safe and respectful workplace, we launched a new compulsory anti-harassment training for all colleagues.

This training covers what harassment is, when it can occur and how to respond and report it. These efforts help ensure that Infineum remains a safe place to work, reinforce our commitment to ethical conduct and empower colleagues to report potential violations of the law, regulations or Code of Conduct.

[Read our Supplier Code of Conduct](#)

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Our sustainability strategy

Our sustainability strategy

Updating our materiality assessment

Sustainability scorecard

Embedding sustainability into our governance

Updating our materiality assessment

Sustainability is a core component of our purpose and vision, reflecting one of the key priorities for Infineum.

[Read about our purpose, vision and values](#)

In 2024, we refreshed our materiality assessment to ensure that our sustainability strategy continues to reflect market trends and the evolving expectations of our stakeholders.

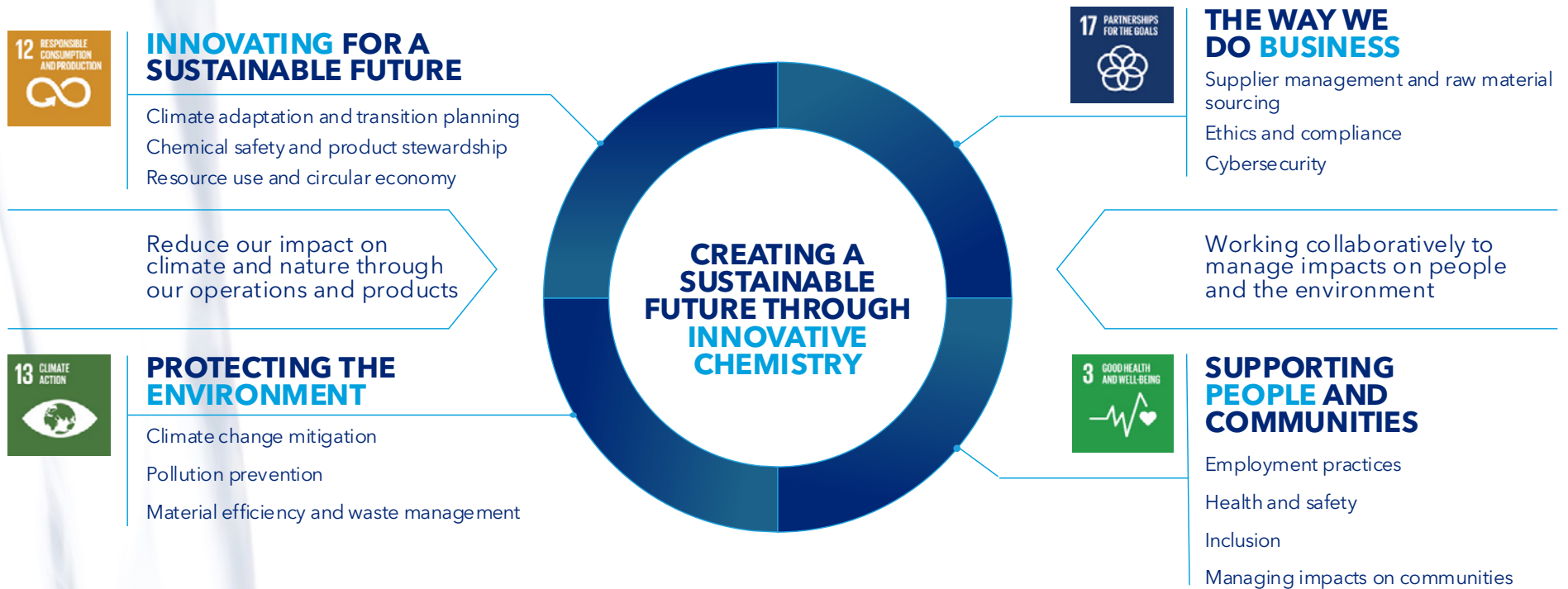
This process was informed by a review of external benchmarks and internal risk and impact assessments, followed by a consultation of our most important stakeholders. We surveyed over 240 internal and external stakeholders and carried out in depth interviews with representatives from 41 OEMs and customer organisations to gather insights into their sustainability priorities and their expectations for Infineum.

We will be using the output of our assessments to review our sustainability strategy in 2025 and set new ambitions for 2030.

Our sustainability strategy

Updating our materiality assessment Sustainability scorecard Embedding sustainability into our governance

Our material topics



Our sustainability strategy

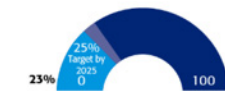
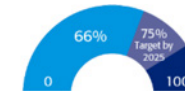
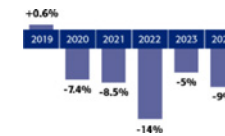
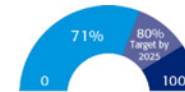
Updating our materiality assessment **Sustainability scorecard** Embedding sustainability into our governance

Sustainability scorecard

Our sustainability scorecard comprises six performance indicators that we use to track our performance up to 2025. New 2030 ambitions will be published in 2025.

	Ambition	2025 Aim
Safety	Zero harm to our people and the environment	TRIR + PSE + NER = 0
Sustainable products	Integrate sustainable design solutions into our product development processes	Integrate sustainable criteria into 100% of our new product developments
Sustainable supply chains	Collaborate with our suppliers to accelerate environmental and social improvements across the value chain	>80% relevant vendor spend covered by sustainability assessments
Sustainable operations	Reduce our impact on climate and resources in our operations	Carbon emission reductions >20% per tonne of product compared to 2018
Colleague engagement	Be an excellent employer	>75% colleague engagement
Community engagement	Deliver a positive impact in the community where we operate	>25% of colleagues volunteering (global STEM programme or local initiatives)

2024 results



Our sustainability strategy

Updating our materiality assessment

Sustainability scorecard

Embedding sustainability into our governance

Embedding sustainability into our governance

In 2024 we also refreshed our approach to managing our sustainability performance by introducing a new governance framework.

This strengthened governance framework has a clear escalation process giving senior leadership line of sight to our sustainability performance, initiatives and investments. Executive leaders will be directly involved in regular reviews to assess key strategic and operational areas through a sustainability lens.

Our corporate sustainability team will continue to act as a Centre of Expertise, guiding the different functions to help them achieve the ambitions in each area.

All our colleagues are encouraged to play their part in our sustainability journey and sustainability metrics are part of our incentive-based pay scheme.

The carbon intensity of our operations is factored into all colleagues' annual bonus to further incentivise individual and collective action. An interactive dashboard gives all colleagues an overview of our carbon footprint and allows them to keep up-to-date with progress.

An aerial view of a large container ship sailing on the ocean, viewed from the stern. The ship is heavily loaded with multi-colored shipping containers (red, blue, white, yellow, green). The ship's wake is visible in the water.

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Sustainable operations

A vertical, stylized illustration of a cargo ship's deck, showing various colored shipping containers (red, blue, yellow, white) stacked on the deck. The ship is moving through water, indicated by a white wake at the bottom.

Sustainable operations

Environmental management Energy and climate Water and waste

Environmental management

Infineum is committed to operating in a safe, secure, reliable, and environmentally sound manner.

Our approach to environmental management is defined by our Operations Integrity Management System (OIMS), which has been a central part of our strategy since Infineum started in 1999. It continues to ensure that environmental protection is incorporated into our business planning processes and project appraisals.

OIMS covers the following elements:

- Identifying, assessing and managing significant environmental aspects, including carbon, energy, water, and waste;
- Proactive measures to prevent environmental incidents and releases;
- Continuous improvements in environmental performance.

Our aim to zero harm extends to protecting nature and we aim for zero environmental incidents in our operations. Furthermore, we have set environmental aims for each of our manufacturing plants and business and technology centres on carbon emissions, energy, water, and waste.

The performance of each site is monitored on a monthly basis through an interactive sustainability dashboard that is accessible to all colleagues.

All our global manufacturing sites maintain ISO 14001 certification.

Infineum has also signed the Responsible Care® Global Charter, the chemical industry's global unifying commitment to the safe management and handling of chemicals throughout their life cycle.

Sustainable operations

Environmental management **Energy and climate** Water and waste

Energy and climate

We aim to reduce GHG emissions across our operations, by increasing energy efficiency and using more renewable energy.

Our ambition is to achieve a 50% reduction in the emission intensity of our scope 1 and 2 GHG emissions by 2030 (from a 2018 baseline) and to achieve net zero emissions by 2050.

In recent years, we have implemented measures to make our manufacturing plants run more efficiently, including heat integration, unit and equipment upgrades, temperature controls on tanks and many other energy conservation techniques.

We also introduced an internal proxy cost of carbon to inform all capital investments and steer our decarbonisation efforts.

Following a setback to our emission intensity reduction performance caused by a drop in production volumes in 2023, we are now progressing with the implementation of decarbonisation roadmaps to get back onto our 2030 trajectory.

[Read our emissions calculation methodology](#)

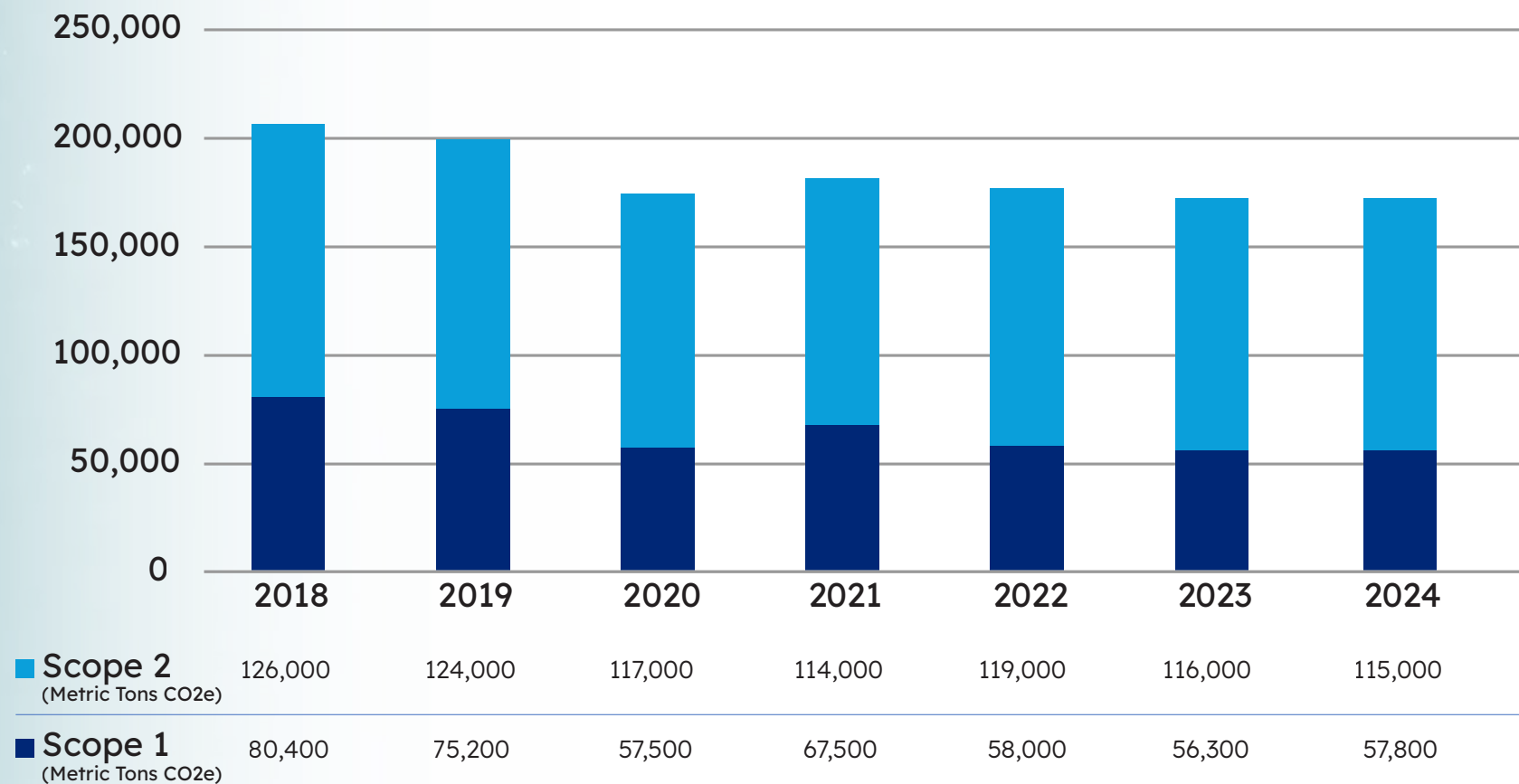
A successful decarbonisation initiative at our manufacturing plant in Bayway involved reducing tank storage temperature, resulting in significant savings in steam usage. Our local teams have also been collaborating with our onsite energy provider to enable the incorporation of hydrogen in the fuel mix, reducing the emission intensity of the steam used onsite.

In our Singapore plant, an initiative to consolidate the cooling water supply was successfully implemented, thereby reducing one of the site's biggest sources of electricity consumption. Furthermore, a capital project to upgrade 194 steam traps is expected to deliver 230 tonnes of emissions reductions in 2025.

Sustainable operations

Environmental management **Energy and climate** Water and waste

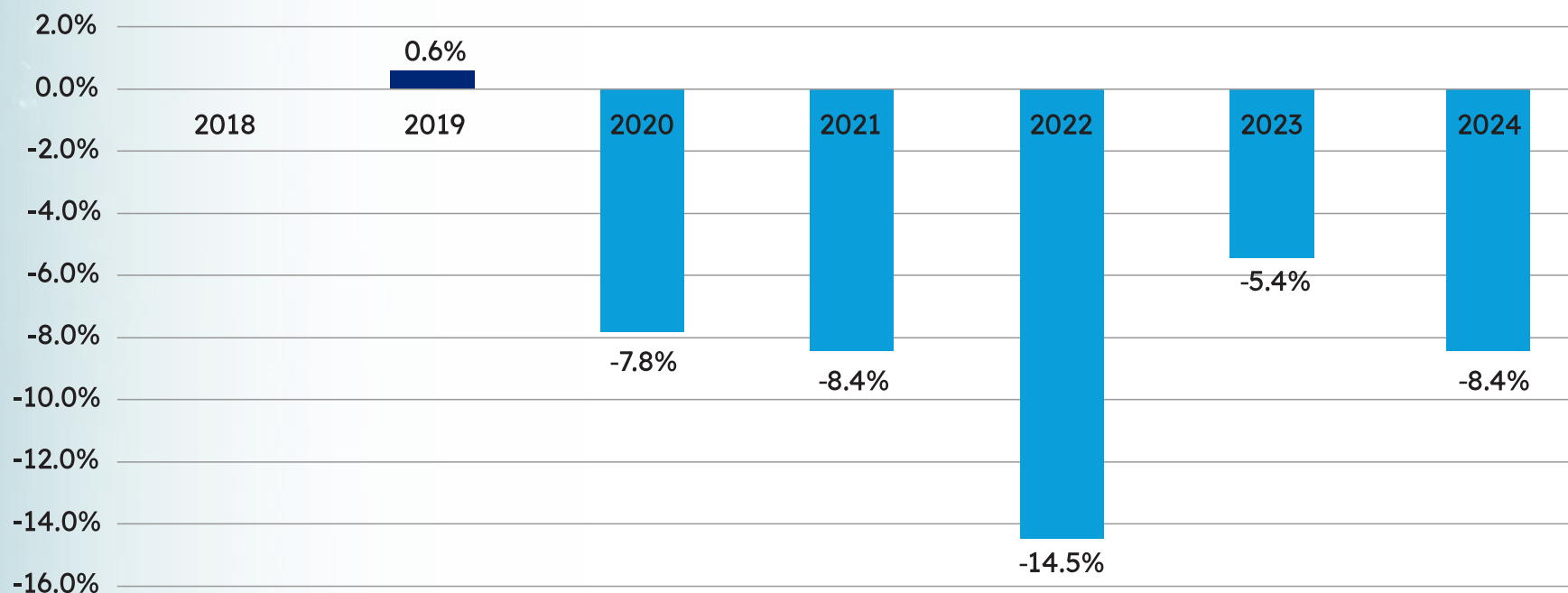
Gross scope 1 and 2 emissions



Sustainable operations

Environmental management **Energy and climate** Water and waste

Scope 1 and 2 emission intensity



Emission intensity reductions compared to a 2018 baseline

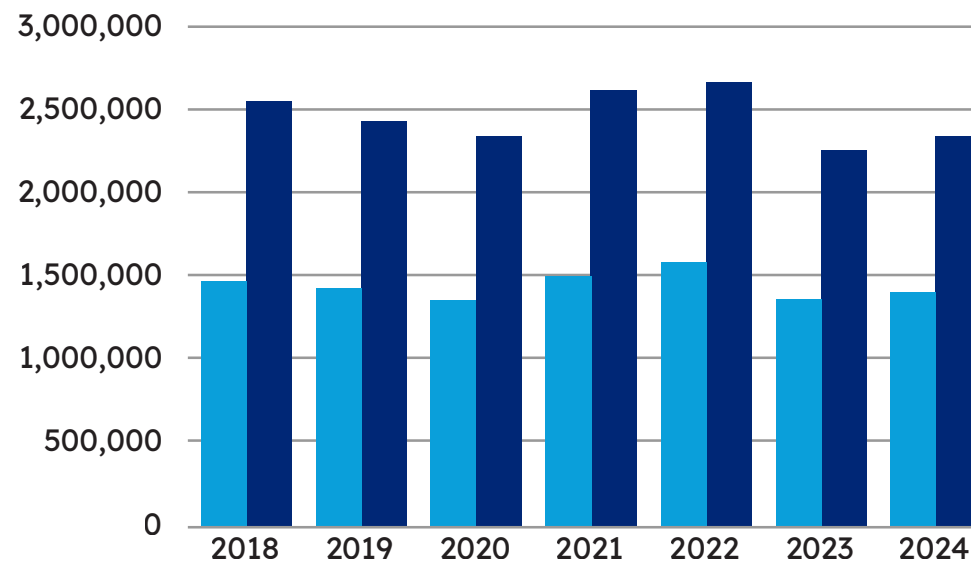
Sustainable operations

Environmental management **Energy and climate** Water and waste

We are also working to reduce our scope 3 GHG emissions and have identified options with the potential to achieve a 20% absolute reduction in scope 3 emissions by 2030.

Discover some of [our product](#) and [supply chain](#) initiatives to reduce scope 3 emissions.

Scope 3 GHG emissions (tCO2e)



■ Downstream	1,496,549	1,455,555	1,371,543	1,499,007	1,565,198	1,377,049	1,411,712
■ Upstream	2,568,906	2,448,636	2,359,533	2,635,711	2,678,701	2,277,842	2,364,684

Sustainable operations

Environmental management

Energy and climate

Water and waste

Water and waste

Environmental aims covering water use and waste generation are set at each one of our sites, including manufacturing plants and business and technology centres. These aims are monitored on a monthly basis throughout the year.

Water

Water is crucial to our business, and with most of our plants located in close proximity to the sea or to rivers, we take a stewardship approach to water management at all our sites. Each manufacturing plant upholds strict processes to ensure compliance with regulatory requirements and laws. We seek to limit our use of freshwater as much as possible and the majority of the water we withdraw comes from the sea and is used predominantly for cooling and fire emergency readiness. Under normal operating conditions this water can be safely returned to the sea with minimal losses.

Waste

We aim for the highest standards in waste reduction, and all sites are working to reduce hazardous waste and waste to landfill. We require waste to be disposed of in a safe and environmentally sound way. Our waste management programme is underpinned by an annual external audit of environmental data which has led to improvements in data quality and reliability. We continue to implement initiatives that focus on both waste reduction and cost savings.

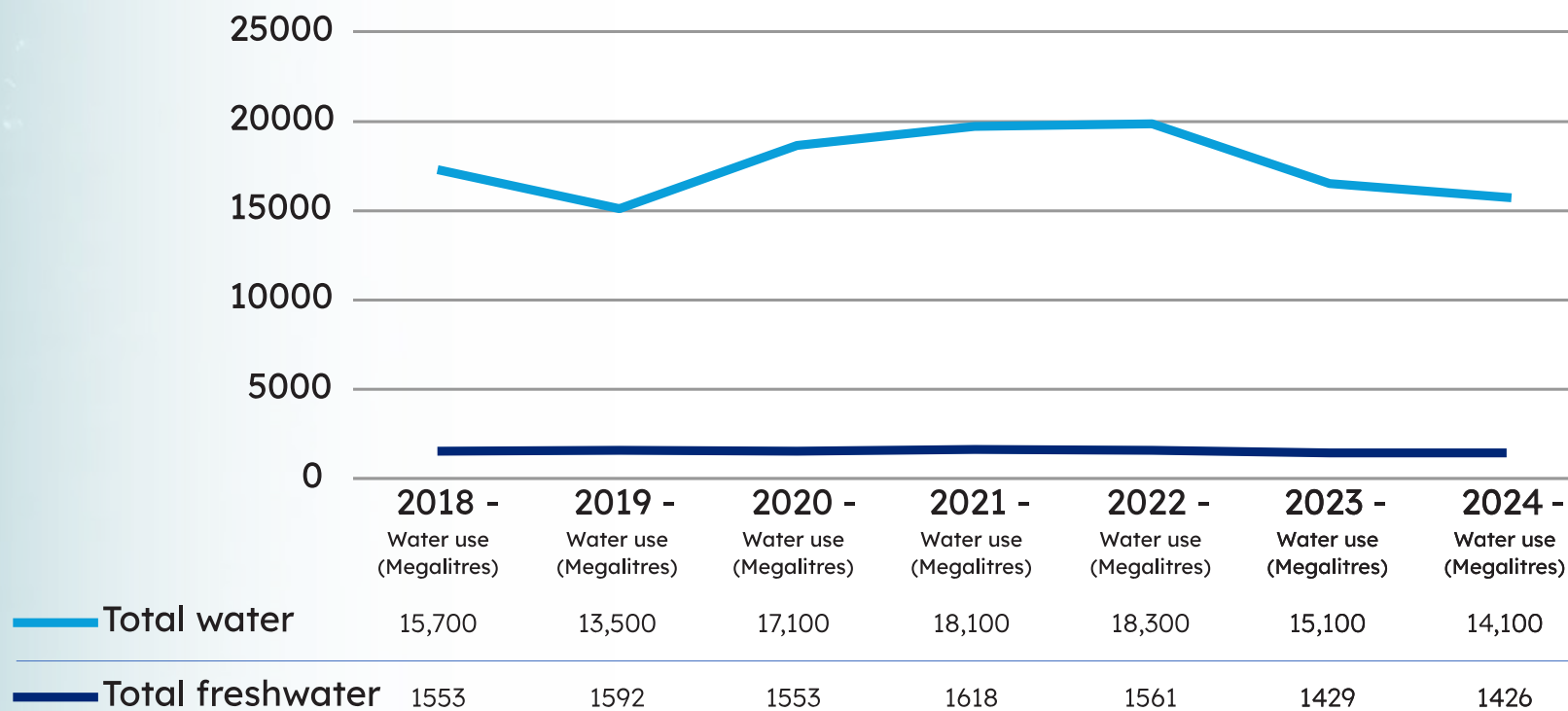
ZDDP Eco-Mode initiative receives Responsible Care® Award

An initiative to optimise raw material usage in our Vado ZDDP Unit is expected to lead to a reduction in GHG emissions associated with the disposal of waste by approximately [800 tons of CO₂ equivalent per year](#). This initiative has been awarded a 2024 Responsible Care® Award by the Italian Federchimica, the National Federation of the Chemical Industry.

Sustainable operations

Environmental management Energy and climate **Water and waste**

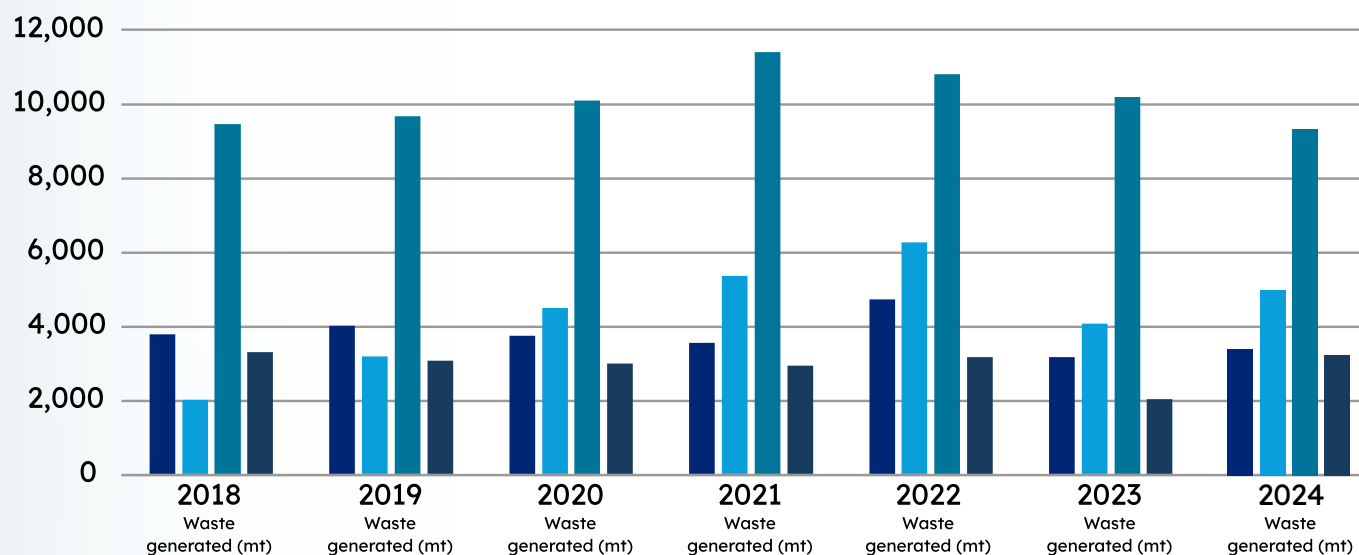
Total water withdrawal



Sustainable operations

Environmental management Energy and climate **Water and waste**

Total waste by waste category

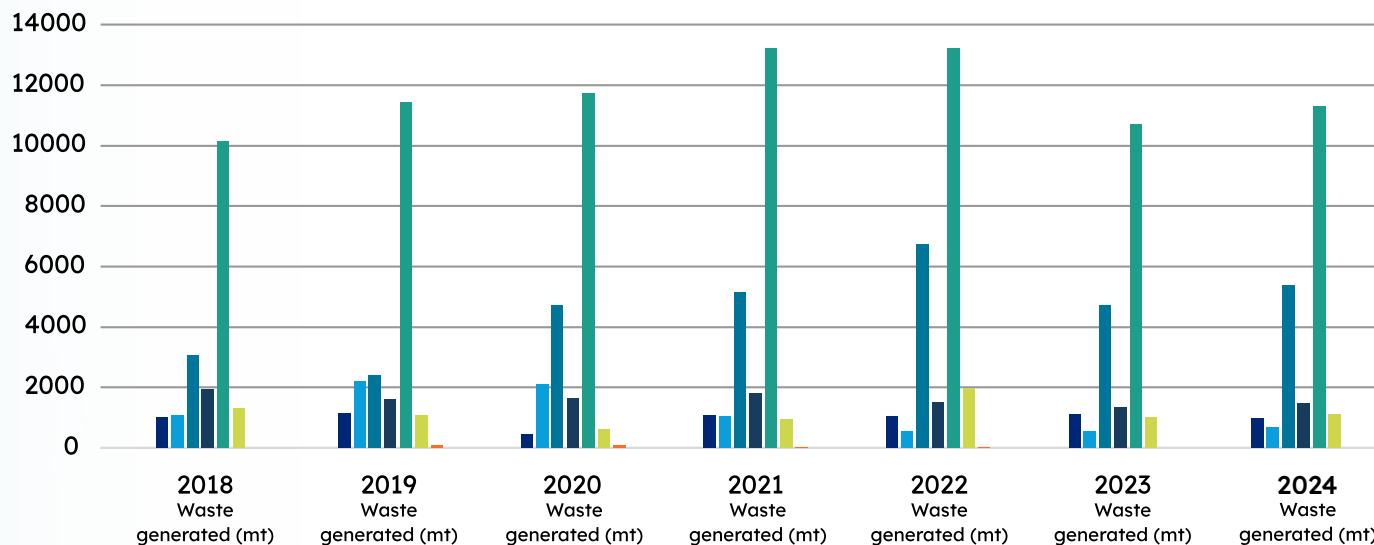


■ Solid Non-hazardous	3,790	4,020	3,750	3,570	4,740	3,200	3,380
■ Liquid Non-hazardous	2,020	3,200	4,500	5,360	6,280	4,400	4,970
■ Liquid Hazardous	9,460	9,680	10,100	11,400	10,800	10,200	9,300
■ Solid Hazardous	3,310	3,090	3,010	2,940	3,180	2,060	3,230

Sustainable operations

Environmental management Energy and climate **Water and waste**

Total waste by disposal method



■ Biological treatment	1029	1153	455	1083	1070	1103	967
■ Incineration without energy recovery	1094	2202	2108	1045	551	564	672
■ Landfill	3072	2404	4728	5166	6730	4731	5,365
■ Water Treatment	1940	1600	1636	1803	1490	1345	1,470
■ Incineration with energy recovery	10142	11445	11745	13231	13237	10729	11,280
■ Recycling	1303	1091	616	932	1971	1005	1,120
■ Reuse	0	93	83	4	1	0	0

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Sustainability in our products

Sustainability in our products

Product safety and compliance

In-use benefits

Minimising product footprint

Introducing circular raw materials

Product safety and compliance

We work to ensure that our products remain safe and compliant with global regulations. We provide safety, health, environmental and regulatory information on our products so that they can be handled safely by our colleagues and customers.

Going beyond legislative obligations and as part of responsible care of our products throughout their life-cycle, we also routinely screen for the presence of substances of concern (SOC). These are substances which are, or are likely to become, restricted or banned by regulatory action or face pressure for substitution, typically due to certain intrinsic hazard properties or risks of adverse effects to human health or the environment.

All applications of SOCs are assessed to ensure their use is safe and, where possible, we seek to substitute them for safer alternatives.

REACH

The European Union's REACH (the Registration, Evaluation, Authorisation and restriction of Chemicals) regulation has become the model for tighter control of chemical use.

It has required many years of testing and assessment to complete all necessary substance registrations and ensure that our products can be used safely.

Since the end of the REACH registration phase in 2018, Infineum continues to invest significant resources in ensuring ongoing compliance with REACH as well as other chemical safety initiatives, including equivalent regulations in Korea, Taiwan and Turkey.

Sustainability in our products

Product safety and compliance

In-use benefits

Minimising product footprint

Introducing circular raw materials

In-use benefits

Our fuel and lubricant additives provide enhanced fuel economy performance, while delivering optimal wear protection to engine hardware. They are a critical enabler to minimise the impact of global transportation and power generation during the transition phase to a lower carbon future and will continue to play an important role in the coming decades.

As regulators the world over introduce ever tightening emissions regulations and OEMs maintain net-zero and sustainability commitments, there is a growing need for cleaner and greener vehicle technologies. This is driving hardware changes to meet the latest emissions regulations and a preference for lower-viscosity oils to achieve fuel economy improvements. We are collaborating closely with our value chain partners to develop solutions that will continue to help engines operate more efficiently, enabling improved fuel economy, emissions system protection and overall resource optimisation.

Increasing oil drain intervals

Engine lubricants degrade over time and the oil's ability to provide adequate lubrication, reduced friction and heat dissipation is diminished. Our additives improve oxidation control and neutralise acids formed during combustion. This extends oil drain intervals, which reduces downtime and operating costs for vehicle owners and engine maintenance companies, means less oil gets used and reduces waste.

Improving fuel economy and energy efficiency

The fuel efficiency of a vehicle is affected by the efficiency of its powertrain, which transfers power from the engine and delivers it to the road surface, water or air. Our lubricant and driveline additives make powertrains more efficient, thereby enhancing the vehicle's fuel economy performance. Our marine fuel additives also enable enhanced fuel economy, reduced fuel wastage and lower emissions output.

Sustainability in our products

Product safety and compliance

In-use benefits

Minimising product footprint

Introducing circular raw materials

In-use benefits

Extending engine life

Our lubricant products are designed to reduce engine friction and improve wear protection, resulting in improved engine durability and prolonged life. This helps to reduce waste and raw material consumption by keeping existing vehicles in operation for longer and minimising hardware replacement.

With oil drain intervals continuing to lengthen, there's an additional need to ensure that oils can protect the engine throughout the lifetime of the vehicle. Our fuel additives also reduce wear in critical engine components.

Our products also help extend the longevity of aftertreatment systems that remove or reduce the harmful by-products of engine combustion, especially particulate matter, hydrocarbons and nitrogen oxides, thereby reducing their impact on air quality.

Compatibility with more sustainable feedstocks

Our fuel additives are formulated to enable refiners to incorporate more sustainable content into their fuels portfolio by mitigating cold flow and lubricity debits. This gives our customers the flexibility to switch to lower-carbon circular or alternative fuels, whilst meeting performance requirements for a wide-range of end-use applications.

Enabling electrification

As the automotive industry looks for cleaner and greener solutions, the market for driveline fluids continues to change. In the coming years, the number of light and heavy battery electric vehicles is expected to grow – providing opportunities for advanced fluids to deliver both hardware protection and cooling. Our E-fluids allow electric and hybrid vehicles to operate in optimised conditions.

Sustainability in our products

Product safety and compliance

In-use benefits

Minimising product footprint

Introducing circular raw materials

Applying life-cycle thinking to our product portfolio

The environmental impacts of the products and components we develop are assessed at every part of our value chain, from the extraction of raw materials to the end-of-life treatment of our products. This informs how we manage our product portfolios and enables our technologists and product formulators to take into consideration sustainability criteria, risks and opportunities.

We continue to meet our 2025 aim of assessing 100% of new Infineum products against sustainability criteria such as climate, energy management, resource efficiency, waste generation and circular economy in addition to regulatory analysis. In addition to all new product developments, in 2024, we also carried out an assessment of our core business segments, covering 78% of our product portfolio. Our approach is adapted from the World Business Council for Sustainable Development (WBCSD) portfolio sustainability assessment framework (PSA 2.0). We have categorised our portfolio into five categories: Leading, Progressing, Standard, Managed and Challenged.

Products in Leading and Progressing categories are assessed as having sustainability-related benefits without any major sustainability-related challenges. For example, products in our driveline sub-segment for e-mobility fluids enable electric vehicles to operate efficiently and deliver improved air quality while minimising harmful greenhouse gas emissions and our top tier lubricant additives facilitate fuel economy improvements and extended oil drain intervals. In 2024, 42% of our portfolio based on revenue fell into these two categories. We have set a new ambition to increase the share of our portfolio in the top two categories to 55% by 2030.

Products identified with sustainability concerns are managed with an improvement plan or a scheduled decommercialisation process within a 5-year period should no improvement scenario be identified. We currently have approximately 1% of our products in the challenged category although we anticipate a more challenging regulatory landscape in the years to come that will require continuous improvement.

Sustainability in our products

Product safety and compliance

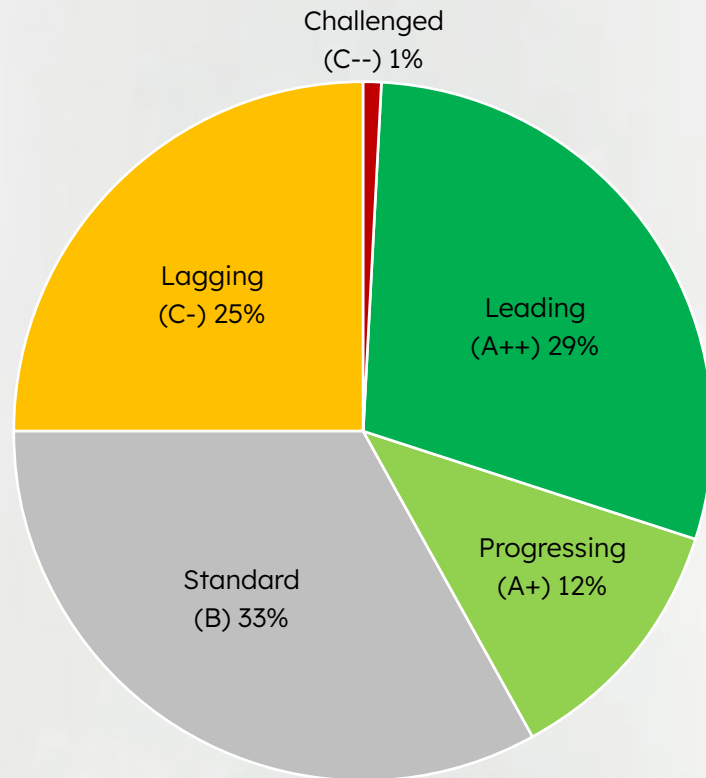
In-use benefits

Minimising product footprint

Introducing circular raw materials

Applying life-cycle thinking to our product portfolio

Results of our product portfolio assessment



Category	Definition
Leading	Product has one or more strong sustainability related benefits and no negative challenges
Progressing	Product has one or more sustainability related benefits and no negative challenges
Standard	Product has neutral sustainability performance (no benefits or risks)
Lagging	Product has one or more sustainability related challenges
Challenged	Product has one or more strong sustainability challenges

Sustainability in our products

Product safety and compliance

In-use benefits

Minimising product footprint

Introducing circular raw materials

Introducing circular raw materials

We work closely with suppliers, customers, and OEMs to improve the total impact profile of our products by looking for raw material substitutions that achieve the right balance of lower product carbon footprint, in-use performance and cost competitiveness.

For example, we are continuing to incorporate circular material in key products through the use of re-refined base oil (RRBO) as a diluent in components and blends. Re-refining requires significantly less energy than is needed for refining crude oil to produce base oil and it also means less non-renewable virgin oil is consumed. This results in reduced waste and lower carbon footprint, contributing to more circular and sustainable products.

Based on our long history of developing lubricant formulations in RRBO and extensive field test data, our quality assurance processes help to ensure all RRBO used in additive production and lubricant development meet the same stringent quality and performance requirements.

In 2024, we expanded the use of RRBO significantly in three of our manufacturing sites in Italy, France and the USA.

This represented a four-fold increase in RRBO use compared to 2023, which we have calculated to be worth 15kt CO₂e in scope 3 emissions savings.

We are now focusing on controlling the cost of these initiatives to ensure that they are commercially viable, scalable and affordable to the end consumer. At the same time, we are developing chain of custody solutions that will enable us to pass on more value to our customers and help them to achieve their own sustainability objectives.

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Sustainable supply chain

Sustainable supply chain

Driving sustainability through procurement

Managing upstream environmental impacts

Safeguarding human rights in our supply chain

Driving sustainability through procurement

Our long-term partnerships with suppliers are supported by a robust management system to ensure that business relationships are aligned with all applicable laws and the highest standards for business ethics, health, safety and environmental protection, from the supply of raw materials to transportation and distribution services.

Our suppliers are a central part of our sustainability strategy. We aim to collaborate with our off-site processors, custom manufacturers and over 3,000 suppliers to drive sustainability improvements. We evaluate our suppliers using the independent EcoVadis rating on a broad range of topics, including environmental management systems, human rights and sustainable procurement practices. This is helping us to

understand risks and opportunities in our supply chain, find opportunities for collaboration, and ensure that our supplier base understands our business and sustainability strategy. The share of 2024 supplier spend that was covered by sustainability assessments has risen to 71%, up from 62% for 2023. Our intent is to reach 80% of relevant spend by the end of 2025.

We have integrated sustainability criteria into key procurement processes and continue to engage key suppliers to drive improvements. Product carbon footprint data is requested as part of our tendering process and we have collected data for over 50% of raw material suppliers by volume. We are working with our suppliers to improve the quality and coverage of data through regular steering team meetings and business performance reviews.

Sustainable supply chain

Driving sustainability through procurement

Managing upstream environmental impacts

Safeguarding human rights in our supply chain

Managing upstream environmental impacts

We are working to continuously improve our understanding of upstream environmental impacts, strengthen our product life cycle assessments and gain more visibility over our scope 3 carbon footprint.

This will act as a basis to drive further collaborations to reduce negative environmental impacts in our supply chain, develop more sustainable products, optimise our production processes, and even establish new business models.

For example, in 2024, we started using new intermediate bulk containers for our shipments in Europe. These containers have an inner layer which is made from recycled plastic, reducing the carbon footprint of each container by 6.8kg. We expect this to result in CO₂ emissions savings of approximately 50 tonnes annually.

Efficient transportation and logistics

Our Transportation Management System is designed to streamline the shipping of our products and components, providing visibility into day-to-day transportation operations, compliance and documentation, and ensuring timely delivery of freight and goods. It also allows us to monitor and improve the carbon footprint associated with our global supply chain operations. As a result, we have increased focus on different supply models including payload optimisations and switching to more sustainable forms of transportation to reduce carbon emissions.

Sustainable supply chain

Driving sustainability through procurement

Managing upstream environmental impacts

Safeguarding human rights in our supply chain

Safeguarding human rights in our supply chain

Infineum supports the protection of and respects universal human rights, including but not limited to those of our colleagues, the communities in which we operate, and the parties with whom we do business, and condemns human rights abuses of any kind.

We believe that human trafficking, modern slavery, and all other humanitarian crimes should not be tolerated in any part of our business or supply chain.

In this regard, we endeavour to ensure that our company and supply chain adhere to the highest ethical standards, and that our contractors are treated fairly.

Our Code of Conduct sets out our position on human rights and modern slavery through our Statement on Human Rights and Modern Slavery, to which Infineum colleagues and suppliers are expected to adhere at all times.

Our expectations for suppliers to adopt and maintain a similar approach to human rights and modern slavery is clearly communicated via our Supplier Code of Conduct and online Supplier Portal, as well as through annual written reminders.

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Safety

Safety

A comprehensive approach to safety

Embedding our safety culture in everything we do

Zero harm to our people and the environment

A comprehensive approach to safety

'Nobody gets hurt' remains Infineum's first priority. We believe that anyone working for Infineum should return home at the end of each day in the same state of health and wellbeing as they began it, and that all incidents, injuries, and occupational illnesses are preventable. Our aim is to ensure zero harm to our people and the environment.

It is the responsibility of all our sites to efficiently and effectively follow our Operations Integrity Management System (OIMS) to successfully manage the health, safety and wellbeing of all colleagues and contractors working on our sites. OIMS ensures that hazards are systematically identified, assessed, and controlled, and are managed in compliance with health, safety and environmental laws. We regularly conduct internal and external assessments of OIMS at all sites, turning observations into actions to continually improve our systems, whether this involves addition of preventative actions, or simplification of processes or procedures.

OIMS is certified equivalent to the international ISO 45001 standard for health and safety. It defines our way of working and is at the core of everything we do.

[Read more about safety at Infineum](#)

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Embedding our safety culture in everything we do

A robust safety culture is embedded into our everyday processes and is maintained through strong safety leadership, simple messaging and clear metrics that focus on incident prevention.

Whilst our sites have teams of HSSE professionals supporting their activities, everyone at Infineum is required to take responsibility for protecting themselves, colleagues, contractors and the environment. All colleagues choose safety goals every year that become part of their annual performance review.

To ensure that our colleagues go home in the same condition they arrive to work, regardless of whether working onsite, travelling on business, or visiting third party locations, everyone is empowered by our Chief Executive Officer to stop work if they feel unsafe at any time. Indeed, we encourage employees and contractors to challenge unsafe behaviour, and call attention to safe behaviour.

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Embedding our safety culture in everything we do

If they see something, we expect them to say something and report it as a 'Behavioural Based Safety Observation' (BBSO). Our safety culture is embedded from day one, starting with our site safety inductions, then progressing depending upon the role of the colleague or contractor.

Hazard identification is crucial, it enables us to provide robust risk assessments supported by strong preventative actions. Should an incident occur, we conduct thorough investigations to identify the root cause and apply all necessary actions.

All actions, whether arising from a risk assessment, OIMS assessment or incident investigation, are tracked through to a timely completion.

Safety incidents and relevant learnings are shared with the entire organisation through monthly HSSE reports and regular functional safety meetings.

In a robust safety culture, communication is never just one way – we listen to our colleagues on safety related matters, analysing feedback from safety standdowns and global meetings, incorporating learnings into our global systems to support our continuous improvement journey.

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Zero harm to our people and the environment

Our strong safety culture and management systems enable us to deliver excellent safety performance.

Infineum is a top performer on personal safety results, for both our colleagues and contractors, appearing in the top 10% of the chemical industry.

However, we always aspire to do better and with our 2025 ambition of 'zero harm', we are aiming for zero personal, process and environmental incidents in our operations.

To further safeguard the health of our employees, we provide access to occupational health professionals who conduct regular medical reviews specific to colleague work activities and their legal responsibilities.

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Recordable injuries

	2018	2019	2020	2021	2022	2023	2024
Colleagues							
LTI	0	0	1	1	1	1	0
RWC	0	0	0	0	0	0	0
MT	0	1	0	0	0	2	0
Contractors							
LTI	1	1	1	1	0	1	3
RWC	1	0	0	1	0	1	0
MT	0	2	0	0	0	0	0
Total Infineum							
LTI	1	1	2	2	1	2	3
RWC	1	0	0	1	0	1	0
MT	0	3	0	0	0	2	0

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Total recordable injury rate

(per 200,000 working hours)

	2018	2019	2020	2021	2022	2023	2024
Colleagues	0	0.05	0.05	0.05	0.05	0.14	0.00
Contractors	0.21	0.26	0.12	0.21	0.00	0.19	0.32
Total Infineum	0.07	0.13	0.07	0.10	0.03	0.16	0.10

Process safety events

(PSE per API RP 754)

	2018	2019	2020	2021	2022	2023	2024
Tier 1	0	1	2	2	1	4	2
Tier 2	2	3	4	5	3	8	3

Notifiable environmental releases (NER)

	2018	2019	2020	2021	2022	2023	2024
Title V	1	2	2	1	1	0	1
Total NER	1	2	3	4	1	1	2

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Being an excellent employer

At Infineum, our people are at the heart of our success. We are committed to fostering a supportive and inclusive workplace where our colleagues can thrive, both personally and professionally.



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Listening to our colleagues



Open communication and feedback are essential for creating a positive work environment. Every year, we survey our colleagues to understand how they feel about working at Infineum.

Our ambition is to achieve a colleague engagement score of over 75%. In 2024, our engagement score was 66%. We identified specific areas where we wanted to explore the results further and conducted additional focus groups in some countries to gain deeper insights. We then created action plans at all levels of the organisation to address colleague concerns and make Infineum a great place to work for everyone.

We also have formal channels for colleagues to share their views and concerns. In 8 out of 11 of the countries where we operate, we have trade unions or recognised employee representative bodies. Globally, 44% of our colleagues are under formal collective bargaining agreements. At the local level, we regularly engage with trade unions and employee representative bodies to understand colleagues' needs and work together to create a thriving workplace.

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Prioritising wellbeing

We know that performance, creativity and innovation flourish in an environment where people feel safe, confident and supported. We provide resources and tools to help colleagues nurture their own wellbeing and support one another. For example, our online Global Wellbeing Hub offers a variety of tools, articles and learning videos. We also give all colleagues free access to a reputable global mindfulness app and since 2024, we have extended this free access to their family and friends. In 2024, the utilisation rate for this app was 68%.

Local activities are also taking place across our sites to promote colleague wellbeing, for example in Singapore, monthly 15 minutes sessions were organised called 'Disconnect to Connect'. These sessions start with light stretching exercises, followed by colleagues settling down into ergonomic chairs for a meditation session using the Mindfulness app.

In our 2024 colleague engagement survey, 81% of colleagues rated the wellbeing-related questions favourably, five points above global benchmarks.

“The soothing guided mediation effortlessly leads me into a state of relaxation, allowing me to unwind and take a vital mental break from my busy work schedule.”

**Rachel Loh, Governance Risk
& Compliance Process SME**

[Find our more about the 'Disconnect to Connect' meditation sessions in Singapore](#)

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Developing and retaining talent

Infineum is committed to enabling the personal and professional development of our talented colleagues. We aim to provide challenging roles and opportunities for colleagues to make a real impact on our business and reach their full potential.

Through annual performance reviews and regular personal development planning, we offer opportunities for colleagues to discuss their skills and career development, as well as the support and resources they might need to achieve their ambitions.

Our dedicated careers portal offers colleagues the resources they need to support them in their personal development. We encourage colleagues to explore diverse career paths through cross-functional development and take advantage of promotion opportunities where appropriate. We offer career development opportunities through internal mobility to different roles across the business. In 2024, 70% of available roles were filled through internal job-rotation. To provide more varied career paths, we also introduced a new Technical Expert Career path in 2024 allowing colleagues with deep scientific expertise to grow their careers further whilst staying in highly technical roles.

Every colleague has different development needs, in line with their individual career goals. Therefore, we strongly encourage everyone to have Personal Development Plan discussions with their leader. Project assignments are another common way for our colleagues to gain hands-on experience to expand their knowledge whilst remaining in their current role. We also offer other resources for colleagues to learn from others through mentoring programmes, coaching, and attendance at external conferences and seminars.

We provide all colleagues with access to our online learning platforms which offer over 16,000 video courses on various topics, helping colleagues develop both transferable business competencies and essential soft skills to meet changing business needs. By 2024, 65% of our colleagues activated their licences and 44% of them are active users. To cater to different learning preferences, we also provide colleagues with an online platform which summarises books, videos, and articles. This platform has an activation rate of 29%, with a third of users regularly using it, twice the rate of benchmarked companies. Another example of supporting colleagues' personal development is sponsoring tertiary education for colleagues who wish to pursue higher education aligned with their personal goals and those of the business.

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Since 2023, we have provided our senior leaders with remote coaching to support their personal and professional development. In 2024, we expanded this coaching to a wider group of leaders, so that even more could benefit from this impactful tool. Since the launch, leaders completed over 1000 hours of coaching. Next year, we intend to further expand this coaching resource to support even more leaders.

While the talent market remains competitive, Infineum's turnover rate is generally lower than industry benchmarks in the countries where we operate, reflecting an engaged and welcoming work environment as well as fulfilling jobs. We're proud that, in 2024, our overall turnover rate was 7.6% and the turnover from resignations remained low, at 3.1%.



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We believe that safe, respectful and inclusive workplaces foster fresh ideas and perspectives, driving innovation, creativity, and business success. It is also crucial for our colleagues and helps us to attract and retain the best and most diverse talent. We offer tailored training programmes to support us in this, including unconscious bias training for all Infineum colleagues and guidance documents for leaders.

To accelerate progress, in 2023, we appointed a new inclusion Director role, accountable directly to our CEO, who will provide senior sponsorship for our inclusion initiatives. Additionally, in 2024, a Global inclusion Lead has been recruited to accelerate progress towards our strategic aims.

In 2024, we also partnered with a specialist inclusion consulting firm who undertook a comprehensive inclusion diagnostic. The outcomes and follow-up strategy and actions will be fully assessed in 2025, and a new inclusion strategy and action plan will be established.

Our inclusion journey is ongoing, and we continuously look for ways to learn from the best practices, bring in new ideas and drive inclusivity. We regularly engage external speakers, experts, and charities to expose colleagues to the latest insights on inclusion and keep our colleague community united and aligned on our key values.

“Our ambition is for all colleagues to achieve their full potential. Embracing Inclusion means a stronger focus on equity in the workplace which accelerates our progress toward achieving that ambition.”

Inclusion Director, John Wise

[Read more on how we embed inclusion in our business here](#)



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Inclusive policy for new parents

We strive to be an inclusive organisation that provides the necessary support and adjustment period to new parents.

Therefore, all Infineum colleagues are entitled to a minimum of four weeks paid parental leave for birth mothers, fathers and adopting parents, including in locations where it is not required by local law or practices.

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Affinity groups

Since the introduction of Affinity Groups for Women and for Ethnicities in 2021, these groups continue to thrive. As a recognition of our efforts, in November 2024, our UK Women's Affinity Group was one of the finalists for a European Diversity Award. The Affinity Groups bring together people who share common interests, characteristics, or life experiences to meet and connect with others in a safe space that allows open and honest sharing. They serve as an additional tool to overcome potential barriers to advancement among talented colleagues from underrepresented groups. The groups are set up locally and are open to all colleagues. In 2024, we introduced our first LGBTQ+ affinity group, and in June, Infineum's LGBTQ+ team joined the iconic Pride in London parade.



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Affinity groups

In 2024, the US women's affinity group volunteered to mentor high school girls at a Women's Future Leadership Academy event in New Jersey. The event was organised by Junior Achievement (JA), the largest US organisation dedicated to giving young people the knowledge and skills to make smart academic and economic choices.

“It's been a great opportunity to reflect on the mentoring process. I am glad I took the opportunity to support girls from different backgrounds by sharing my experience as a woman in the chemical industry. As you so often hear from people who mentor others, you really do feel you are receiving as well as giving. I'm proud to have devoted time to such a worthwhile project.”

Maria Barcenas, Procurement Manager.



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Inclusion in recruitment and our population

Infineum's ambition is for our workforce to reflect the diversity of our markets, communities and relevant local talent pools. We are committed to identifying and removing potential bias in both recruitment and internal development processes.

Our recruitment materials emphasise our commitment to inclusion, and we utilise appropriate channels, such as women and inclusion job boards, minority recruitment agencies and partners, technical groups, networks and affiliations on LinkedIn to broaden our talent pool.

We request our recruiting partners to provide a balanced mix of candidates in terms of gender and diversity. We then use diverse assessment panels to provide richer perspective and create an inclusive experience for candidates of all backgrounds, as well as a structured interview process to ensure an objective

and unbiased recruitment experience. In 2024, we introduced accommodations for candidates with different abilities, especially when undergoing psychometric assessments during the recruitment process. These include additional time, colour contrast, and screen reader compatibility.

Historically our industry has been male dominated, especially at manufacturing sites. Infineum has been working hard to attract and retain a wider talent pool, and this includes a number of efforts to promote STEM disciplines with younger generations.

In 2024, our population consisted of colleagues from over 45 nationalities and various cultural backgrounds with well-balanced age distribution. We believe this demographic brings different perspectives and ideas enabling us to make the best decisions for Infineum and our stakeholders.

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Inclusion in recruitment and our population

Age distribution (years old)	Percentage
20 to <30	12%
30 to <40	30%
40 to <50	26%
50 to <60	22%
≥60	10%

Global gender split*	
Female	30%
Male	70%

*Excluding union-represented colleagues, our population is 36% female.

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Inclusion in leadership

We have specific ambitions to ensure that our leadership population reflects the communities in which we operate and the talent pools that they derive from. By the end of 2024, we have either met or exceeded half of our talent metrics. In 2025, we will review our talent metrics for 2026 and beyond, to continue our progress in improving inclusion across our organisation.

Talent metrics	End of 2024
Senior leaders in Asia	26%
Executive leaders in Asia	12%
Female senior leaders	32%
Female executive leaders	25%
Ethnic minority senior leaders in US	31%
Ethnic minority senior leaders in UK	20%

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Community engagement

Community engagement

Community engagement Promoting STEM education Charity giving

Community engagement

Infineum is committed to delivering a positive impact in the communities where we operate. We aim to nurture excellent relationships with people who work and live near our sites, including emergency service providers, schools and community groups.

In line with our objectives, our Global Volunteering Standard provides an additional day's annual leave for colleagues to support our communities by volunteering for a local charity or participate in activities to promote and encourage Science, Technology, Engineering and Maths (STEM) skills in the next generation. In 2024, 23% of colleagues participated in this initiative, just short of our 2025 ambition of 25%.

[Contributing to a Greener Singapore, One Tree at a Time](#)

[A Family Holiday for a Cause](#)

[Infineum US colleagues help local families in Perth Amboy, New Jersey](#)



Community engagement

Community engagement

Promoting STEM education

Charity giving

Promoting STEM education

STEM skills are crucial for our business capabilities and success, as well as for productivity and sustainability.

Our future workforce will depend on more young people being encouraged to study STEM subjects and entering STEM careers. Our schools outreach programme helps address this challenge and our international network of STEM ambassadors regularly organise engagement sessions at local schools and attend careers fairs to share their experience of careers in STEM and give advice to children of all ages.

We are also increasing collaboration with educational institutions and charity organisations to engage more underrepresented groups. In 2024, we partnered with a charity organisation, Migrant Leaders, to organise a STEM work placement day at our Milton Hill site. Through the charity, several of our colleagues volunteered as mentors to young people who are first-and second-generation migrants.

“My two mentees are recent graduates – one is in their first job, and the other is doing a Master’s and applying for graduate schemes. We’ve done mock interviews and discussed CVs and covering letters. We’ve also talked about what to expect in different professional roles and organisations. As our working relationship has developed, conversations have dived deeper into how our values influence our choices, including where we work and how we balance commitments to family, friends and career development. I love seeing the world through their eyes – it challenges and enriches my perspective. Migrant Leaders make it really easy to get involved – mentee matching is done through an app and sessions take place by video call. It comes highly recommended!”

**Ben Elvidge, New Business
Development Manager.**

Community engagement

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Promoting STEM education

Charity giving



Promoting STEM education

In the USA, we seek to build relationships with schools with more diverse student populations.

Since 2023, we started our partnership with Future of STEM Scholars Initiative (FOSSI), aiming at increasing the number of under-represented professionals in STEM by providing scholarships, internship opportunities and mentorship to students pursuing STEM degrees at Historically Black Colleges and Universities. We also aim to integrate our community outreach initiatives with our recruitment efforts at local universities ensuring that local minorities are included in these efforts.

[Infineum team engages with students in Germany](#)

[Infineum India's science lab upgrades bring hope to rural students](#)

Community engagement

Community engagement

Promoting STEM education

Charity giving



Charity giving

In addition to volunteering, our colleagues frequently organise fundraising events for local charities throughout the year.

We are proud to play a role in supporting our communities and making a meaningful difference to the lives of those in need. In 2024, colleagues around the world raised over \$15,000 for local charities as part of Infineum's 25 year anniversary celebrations. In 2024, we partnered with 2second Chance, a charity that takes obsolete computers from companies to teach people with disabilities how to re-furbish a computer. The devices are then donated or sold at an affordable price to the local community. Our team in Milton Hill donated over 100 used devices to 2second chance, helping our local community while also contributing to the circular economy.

[Korean Colleagues Donate Clothes to Charity](#)

[Our Team in Brazil Rally to Support Flood Victims in Rio Grande do Sul](#)

A hand wearing a green nitrile glove holds a clear glass vial containing a blue liquid. The background is a bright, out-of-focus window with vertical panes.

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About this report

This is Infineum's fourth annual sustainability report. It was published on the 30th July 2025 and covers the global activities of the Infineum group of affiliated companies during the period from January 1 to December 31, 2024.

Data covers all owned and operated locations, including manufacturing plants and business and technology centres. The content of this report is designed to transparently share our performance on the issues that are relevant to the interests and expectations of our stakeholders and important to our sustainability strategy.

The Global Reporting Initiative (GRI) reporting standards were used as inspiration to guide the disclosures and performance indicators shared in the report. An independent auditor was engaged to provide reasonable assurance on our scope 1 and 2 GHG emissions data and limited assurance on our water and waste data.

We welcome feedback and questions on the contents of this report.

Please contact us at:
sustainabilityteam@infineum.com

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The organisation-specific metric chosen to calculate the ratio was metric tonnes (t) of production. All types of energy are included within the intensity ratio: fuel, electricity, heating, cooling, and steam. The ratio used energy consumption within the organisation. The data has been calculated to three significant figures.

The base year for our calculation is 2018, as it is considered the most recent representative year for production across Infineum sites globally. The calculations account for the six major GHGs (CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆) where possible.

Non-renewable electricity and steam at our site in Vado Ligure, Italy is produced by natural gas being burned in the co-generation unit and the energy use is accounted for as Natural Gas. We use Department for Environment, Food & Rural Affairs (DEFRA) emission factors for most emissions except for refinery fuel gas where we use the molecular content of gas and stoichiometry; and grid electricity for the UK and USA, where we use the International Energy Agency (IEA) and Environmental Protection Agency (EPA) factors instead.

When refrigerant data is unavailable, we use estimates based on average leak rates supplied by DEFRA UK.

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We measure GHG emissions based on the operational control criterion and follow the GHG Protocol Corporate Standard for scope 1, 2 and 3 emissions.

We are measuring the following scope 3 emission categories: purchased goods and services, capital goods, fuel and energy related activities, upstream transport and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream transport and distribution, processing of sold products, use of sold products, end of life treatment of sold products and investments.

We work with site leads to identify the most suitable individual(s) to identify the direct and indirect emission sources for that site and provide emissions and other environmental data each month. We engage with these representatives on a monthly basis.

Small offices (10 or fewer Infineum colleagues) are excluded from emissions estimates.

Due to the Services Utilities Materials Facilities (SUMF) agreement for our Rio de Janeiro site, estimated consumption of steam and electricity figures are yet to be independently metered. As a result, this site is billed for steam consumption in the amount of natural gas used to generate said steam.

Previously reported figures have been recalculated to correct errors and reflect more accurate and up-to-date emission factor data.

Scope 3 emissions savings from the use of RRBO, mentioned on page 35 of this report, were estimated using supplier-specific and secondary data, excluding differences in transport.

The expected emissions savings mentioned on page 38 were calculated using supplier data and average purchased volumes.

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Cautionary statement

Statements of future ambitions, aims, goals, events or conditions in this publication, including projections, plans to reduce emissions and emissions intensity, sensitivity analyses, expectations, estimates, the development of future technologies, and capital investment and business plans, are forward-looking statements.

Actual future results, including the achievement of ambitions to reach scope 1 and scope 2 50% reduction by 2030 and net zero from operated assets by 2050, to reach Scope 3 20% reduction by 2030, to meet its emission-reduction plans and associated capital investment and project plans as well as technology efforts, and reserve or resource changes could vary depending on the ability to execute operational objectives on a timely and successful basis; changes in laws and regulations, including

international treaties and laws and regulations regarding greenhouse gas emissions and carbon costs; government incentives; trade patterns and the development and enforcement of local, national and regional mandates; unforeseen technical or operational difficulties; the outcome of research efforts and future technology developments, including the ability to scale projects and technologies on a commercially competitive basis; changes in supply and demand and other market factors affecting future prices of oil, gas, and petrochemical products; changes in the relative energy mix across activities and geographies; the actions of competitors; supply chain considerations, changes in regional and global economic growth rates and consumer preferences; changes in population growth, economic development or migration patterns; military build-ups or conflicts.

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Cautionary statement

We do not undertake to provide any updates or changes to any data or forward-looking statements in this document. The statements and analysis in this document represent a good faith effort by Infineum despite significant unknown variables and, at times, inconsistent market and government policy signals.

Energy demand modelling aims to replicate system dynamics of the global energy system, requiring simplifications. The reference to any scenario, including any potential net-zero scenario, does not imply Infineum views any particular scenario as likely to occur. In addition, energy demand scenarios require assumptions on a variety of parameters.

As such, the outcome of any given scenario using an energy demand model comes with a high degree of uncertainty.

For example, the IEA describes its NZE scenario as extremely challenging, requiring unprecedented innovation, unprecedented international cooperation and sustained support and

participation from consumers. Investment decisions are made on the basis of Infineum's separate planning processes but may be secondarily tested for robustness or resiliency against different assumptions, including against various scenarios.

Infineum reported emissions, including reductions and avoidance performance data, are based on a combination of measured and estimated data. Calculations are based on industry standards and best practices. The uncertainty associated with the emissions, reductions and avoidance performance data depends on variation in the processes and operations, the availability of sufficient data, the quality of those data and methodology used for measurement and estimation. Changes to the performance data may be reported as updated data and/or emission methodologies become available.

Infineum works with industry to improve emission factors and methodologies, including measurements and estimates.

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Key figures

Key figures

1 2 3 4 5 6 7 8 9

GRI 305-1: Direct (Scope 1) GHG Emissions

Gross Direct (Scope 1) GHG Emissions in Metric Tonnes of CO₂ equivalent

Carbon sources	2018	2019	2020	2021	2022	2023	2024
Diesel	6,210	5,830	6,530	6,480	6,220	5,740	4,980
LPG	5	6	6	6	6	5	6
Gasoline	77	126	105	109	111	116	115
Natural gas	44,000	42,700	42,800	42,200	42,200	40,500	43,900
Vehicles: distance travelled	234	239	80	128	128	112	84
Propane	32	28	28	31	25	25	23
Refinery fuel gas	1,160	1,130	1,170	1,490	1,320	1,480	1,460
Refrigerants	22,600	17,700	1,730	10,300	1,970	2,200	1,940
Process emissions	6,120	7,490	5,040	6,770	6,050	6,150	5,300
Grand Total	80,400	75,200	57,500	67,500	58,000	56,300	57,800

Key figures

1 2 3 4 5 6 7 8 9

GRI 305-2: Energy indirect (Scope 2) GHG emissions

Gross location-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent

Carbon sources	2018	2019	2020	2021	2022	2023	2024
Electricity: Non-Renewable	46,700	43,400	41,500	41,500	41,600	40,500	37,400
Electricity: Renewable	-	-	49	47	51	55	52
Steam	78,900	80,800	75,100	72,800	77,000	75,700	77,200
Grand Total	126,000	124,000	117,000	114,000	119,000	116,000	115,000

Key figures

1 2 3 4 5 6 7 8 9

GRI 305-2: Energy indirect (Scope 2) GHG emissions

Gross market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent

Carbon sources	2018	2019	2020	2021	2022	2023	2024
Electricity: Non-Renewable	51,500	50,700	49,500	49,800	50,100	49,700	48,800
Electricity: Renewable	-	-	-	-	-	-	-
Steam	78,900	80,800	75,100	72,800	77,000	75,700	77,200
Grand Total	130,000	132,000	125,000	123,000	127,000	125,000	126,000

Key figures

1 2 3 4 5 6 7 8 9

GRI 305-4: GHG emissions intensity

GHG emissions intensity ratio for the organisation

Emission sources	2018	2019	2020	2021	2022	2023	2024
Diesel	0.005	0.005	0.006	0.005	0.005	0.005	0.004
Electricity: Non-Renewable	0.048	0.047	0.048	0.044	0.042	0.046	0.033
LPG	0	0	0	0	0	0	0
Gasoline	0	0	0	0	0	0	0
Natural gas	0.013	0.012	0.013	0.013	0.012	0.014	0.039
Vehicles: distance travelled	0	0	0	0	0	0	0
Process emissions	0.005	0.006	0.004	0.006	0.005	0.006	0.005
Propane	0	0	0	0	0	0	0
Refrigerants	0.018	0.015	0.002	0.009	0.002	0.002	0.002
Steam	0.076	0.08	0.08	0.074	0.075	0.083	0.068
Refinery fuel gas	0.001	0.001	0.001	0.001	0.001	0.001	0.001
Grand Total	0.166	0.167	0.153	0.152	0.142	0.157	0.152

Key figures

1 2 3 4 5 6 7 8 9

GRI 305-3: Other indirect (Scope 3) GHG emissions

Gross other indirect (Scope 3) GHG emissions in metric tonnes of CO₂ equivalent

Carbon sources	2018	2019	2020	2021	2022	2023	2024
Purchased goods and services	2,342,421	2,218,624	2,158,209	2,415,009	2,458,566	2,081,967	2,160,035
Capital goods	11,288	11,885	11,407	10,521	13,451	16,692	13,674
Fuel and energy related activities	30,355	28,960	27,867	34,905	34,505	33,331	33,640
Upstream transport and distribution	131,028	131,621	121,185	131,969	129,070	101,122	106,598
Waste generated in operations	8,499	7,827	10,367	9,366	8,307	6,485	7,898
Business travel	6,326	10,549	1,609	246	2,350	5,616	9,133
Employee commuting	38,935	39,172	28,860	33,630	32,429	32,567	33,658
Upstream leased assets	54	-1	30	63	22	61	47
Downstream transport and distribution	19,734	19,058	16,484	22,233	22,960	18,530	18,876
Processing of sold products	45,045	44,231	40,857	43,751	44,863	39,182	40,049
Use of sold products	284,940	273,113	271,186	234,534	219,012	209,388	222,449
End-of-life treatment of sold products	1,119,323	1,092,018	999,562	1,103,005	1,198,665	1,047,067	1,064,735
Downstream leased assets	-	-	-	-	-	-	-
Franchises	-	-	-	-	-	-	-
Investments	27,508	27,134	43,455	95,484	79,697	62,881	65,603
Grand total	4,065,455	3,904,191	3,731,077	4,134,718	4,243,899	3,654,890	3,776,396

Key figures

1 2 3 4 5 6 7 8 9

GRI 302-1: Energy consumption within the organisation

Energy sources	2018	2019	2020	2021	2022	2023	2024
Total fuel consumption	1,080,000	1,090,000	1,070,000	1,060,000	1,050,000	1,010,000	1,040,000
Total acquired electricity (renewable and nuclear)	0	0	456	442	472	510	5,430
Total acquired electricity (fossil)	434,000	428,000	414,000	425,000	426,000	403,000	392,000
Total acquired steam	1,470,000	1,600,000	1,510,000	1,480,000	1,570,000	1,460,000	1,510,000
Total self-generated renewable electricity	456	456	11,675	10,646	9,651	9,002	9,240
Total energy consumption	2,984,456	3,118,456	3,006,131	2,976,088	3,056,123	2,882,512	2,929,670
Energy intensity ratio (total per ton of production)	2.4	2.61	2.65	2.49	2.46	2.63	2.60

Key figures

1 2 3 4 5 6 7 8 9

GRI 303-3: Water withdrawal

Water sources	2018	2019	2020	2021	2022	2023	2024
Groundwater	333	322	293	318	271	209	236
Municipal supply	1,220	1,270	1,260	1,300	1,290	1,220	1,190
Sea	14,100	11,900	15,500	16,500	16,700	13,700	12,700
Grand Total	15,700	13,500	17,100	18,100	18,300	15,100	14,100

Key figures

1 2 3 4 5 6 7 8 9

GRI 306-3: Waste generated

Total weight of non-hazardous waste generated in metric tonnes and breakdown by disposal method

Waste type and disposal methods	2018	2019	2020	2021	2022	2023	2024
Biological treatment	0	542	232	301	267	316	275
Incineration with energy recovery	722	2,160	1,890	1,920	1,910	1,070	1,600
Incineration without energy recovery	215	247	189	34	2	4	5
Landfill	2,460	2,260	4,030	4,610	6,230	4,340	4,610
Recycling	478	417	279	375	1,140	346	387
Reuse	-	-	-	2	-	-	-
Water Treatment	1,940	1,600	1,630	1,690	1,490	1,530	1,470
Grand Total	5,820	7,220	8,260	8,930	11,000	7,600	8,340

Key figures

1 2 3 4 5 6 7 8 9

GRI 306-3: Waste generated

Total weight of hazardous waste generated in metric tonnes and breakdown by disposal method

Waste type and disposal methods	2018	2019	2020	2021	2022	2023	2024
Biological treatment	1,030	611	223	781	803	787	787
Incineration with energy recovery	9,420	9,290	9,860	11,300	11,300	9,600	9,600
Incineration without energy recovery	880	1,960	1,920	1,010	549	731	731
Landfill	612	144	698	556	501	492	492
Recycling	826	674	337	557	837	667	667
Reuse	-	93	83	2	1	-	-
Water Treatment	-	-	6	113	-	-	-
Grand Total	12,800	12,800	13,100	14,300	14,000	12,300	12,300

Independent Assurance Statement

Sustainability Report 2024

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