



**Creating a sustainable  
future through  
innovative chemistry**

Sustainability Report 2020

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# About this Report

Welcome to the Infineum Group's<sup>1</sup> first sustainability report.

As part of our corporate strategy, we are committed to delivering a sustainable future through innovative chemistry and in doing so, we aim for the utmost transparency of our environmental, social and governance performance.

In the preparation of this report, we reviewed the requirements of the Global Reporting Initiative (GRI), and the United Nations Sustainable Development Goals (SDGs), and have started a process to align our work and progress towards these frameworks. We have taken inspiration from the Global Reporting Initiative with regards to our data and disclosures and will work towards more comprehensive compliance with the GRI standard in the future.

<sup>1</sup>The Infineum Group is comprised of various affiliated companies located around the world. The term "Infineum" in this report refers individually and collectively to these affiliated companies.



## Content and scope of this report

This report covers all of Infineum's owned and operated locations, including our Manufacturing Plants and Business and Technology Centres. Data in the report covers the year 2020, but as this is Infineum's first sustainability report we also cover activity commenced during 2019.

To find out more about our business and our sustainability work, please visit [Infineum.com/sustainability](https://infineum.com/sustainability).

If you have any questions or comments about this report, please contact us at [Infineum Sustainability](mailto:Infineum.Sustainability). Thank you for your interest in Infineum.

# About us

Infineum is a specialty chemicals company whose purpose is to create a sustainable future through innovative chemistry. A joint venture between affiliates of Royal Dutch Shell and Exxon Mobil Corporation, we are one of the world leaders in the formulation, manufacturing and marketing of petroleum additives for lubricants and fuels with operations and production facilities worldwide.

Delivering through powerful research and development capabilities around innovative chemistry, Infineum technology supports areas such as shear modification, cold flow and wax crystal modification, optimising formulations, anti-wear and detergency, modification of flow properties, stabilising carbonaceous and metal particles (carbon black) and combining chemically incompatible materials effectively, to name just a few.

Infineum maintains its relentless focus on technology excellence, reliability, operational excellence and collaboration to deliver customers performance they can rely on. We pride ourselves on our strong and collaborative

customer relationships and continually work to develop the appropriate capabilities and resources to meet their unmet needs with a differentiated value proposition aimed at helping them grow.

We employ a highly skilled and engaged workforce of around 2000 people across multicultural teams and conduct business in over 20 languages. With headquarters in the UK, we host worldwide production facilities, have sales representation in more than 70 countries and have strategically located Business and Technology Centres in China, Singapore, the UK, the USA and Japan.

We operate six Manufacturing Plants in New Jersey (USA), Rio de Janeiro (Brazil), Cologne (Germany), Vado Ligure (Italy), Singapore and Zhangjiagang (China) and have two further sites in France (Notre-Dame de Gravenchon and Berre) which are operated via our respective site partners ExxonMobil and LyondellBasell. We also work closely with more than twenty off-site processors and custom manufacturers who produce Infineum products.

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### RESPONSIBLE CARE GLOBAL CHARTER

All Manufacturing Plants and Business and Technology Centres became signatories of the Responsible Care Global Charter, and we achieved exemplary process safety results, recording only two "Tier 1" events and four "Tier 2" events in 2020.

### WE SET A NEW STRATEGY AND GLOBAL GOALS AND TARGETS FOR 2025, AND IDENTIFIED FOUR UN SDGS

as key priorities. To keep us on track, we built a sustainability scorecard and dashboard to measure our performance, and began working on this, our first sustainability report.

### OUR CARES VALUES AND BEHAVIOURS INITIATIVE

gained momentum, and we broadened our connections with local communities:

- Appointing 25 Science, Technology, Engineering, Maths (STEM) ambassadors
- Working with 23 Universities and 4 Government laboratories
- Developing our Global Volunteering Standard, walking 33 million steps and raising \$690,000 for global charities during the Covid-19 pandemic.

### WE OPENED OUR GLOBAL CENTRE OF INNOVATION

at our UK headquarters, a multi-million pound state-of-the-art sustainable building with 50 new jobs for chemists and engineers, to research better and more sustainable solutions in the automotive, transmissions and fuels additive business.

### OUR TOTAL RECORDABLE INJURY RATE (TRIR) IN 2020 WAS 0.05

for colleagues and 0.12 for contractors, the lowest among our benchmarks.

### ENVIRONMENTAL CERTIFICATE ACCREDITATION

All Infineum owned Manufacturing Plants achieved ISO 14001.

### WE REDUCED OUR SCOPE 1 AND 2 GREENHOUSE GAS (GHG) EMISSIONS

and carried out cradle-to-gate Life Cycle Assessments for 100% of our products.



## A message from Trevor Russell

At Infineum, our purpose is to create a sustainable future through innovative chemistry, so I am pleased to be introducing our first sustainability report, in which we share details of how we are driving towards that purpose.

The world is changing quickly. The pace of change has never been as fast as it is today, yet will never be this slow again. We must all embrace sustainability in order to maintain our quality of life as human beings, to retain the diversity of life on Earth and to enable the Earth's ecosystems to thrive. Innovative chemistry has a vital role to play in this and, in our particular industry, we must provide the products needed on the journey towards the electrification of mobility while at the same time helping to make the internal combustion engine as clean as it can be.

Our fundamental technical competencies of detergency, dispersancy, surface chemistry, flow improvement and wax modification already contribute hugely to the environment by enabling fuels and lubricants to deliver better fuel economy, reduced emissions, reduced waste through longer time between oil changes, and extended component and engine life. But it doesn't stop there; these same competencies can bring sustainability advantages to countless new markets around the world.

### Sharpening our sustainability ambitions

In this first sustainability report, we are setting out some of the progress we have made so far and we are being clear about our sustainability goals and targets for 2025. These new ambitions build on many years of activity to improve our environmental and social performance. By setting 2025 targets, we are bringing clarity to our ambitions on many fronts including HSE, product development, supply chains and operations, colleagues and community.

### Investing in our people and communities

The safety of our people continues to be our number one priority.

We invest significantly in colleague development to allow individuals to reach their potential, we focus time and attention on creating an inclusive and diverse culture, and we engage our colleagues with our CARES values.

Colleagues in turn reach out to the communities in which we operate. Last year, not only did they engage in a variety of volunteering activities, maintaining a strong presence in the community during the pandemic, they also donated \$345,000 to charity, a sum that Infineum was delighted to match. Each day I am so proud and indeed humbled to work alongside such a wonderful group of dedicated employees.

### Driving efficiency and innovation

Sustainability considerations are now central to our product developments, to our capital investments and to the design of our supply chains. We are using digital and analytics to bring efficiency and the elimination of waste to our operations.

Additionally, we are investing in environmental projects: we installed solar panels on 5 underutilised acres of our site in Linden, New Jersey; our new Global Centre of Innovation in the UK was built to a high sustainability specification with solar panels, a roof garden, LED lighting, and water and electricity optimisation investments; we relocated our Singapore office to Keppel Bay Tower, which is the first high rise commercial building in Singapore to use only renewable energy; and we continue to make huge energy improvements in Germany.

We are making lots of progress but we know we have a way to go. The Report is an important step on that journey.

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# CREATING A SUSTAINABLE FUTURE THROUGH INNOVATIVE CHEMISTRY

The next several years are critical for humanity – the transition to a more sustainable way of living means huge changes ahead. The way the world moves is changing, with new technology, new energy systems, pressure from the environment and changing economic patterns disrupting travel, logistics and behaviour. This rapidly changing world is creating many exciting new opportunities for Infineum and is driving our sustainability strategy.

We are committed to creating a sustainable future through innovative chemistry. As a leading transport additive company, our commitment means minimising our own impacts, leading in more sustainable mobility, and bringing our innovation capabilities to bear on the many challenges facing humanity.

**3** GOOD HEALTH AND WELL-BEING



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



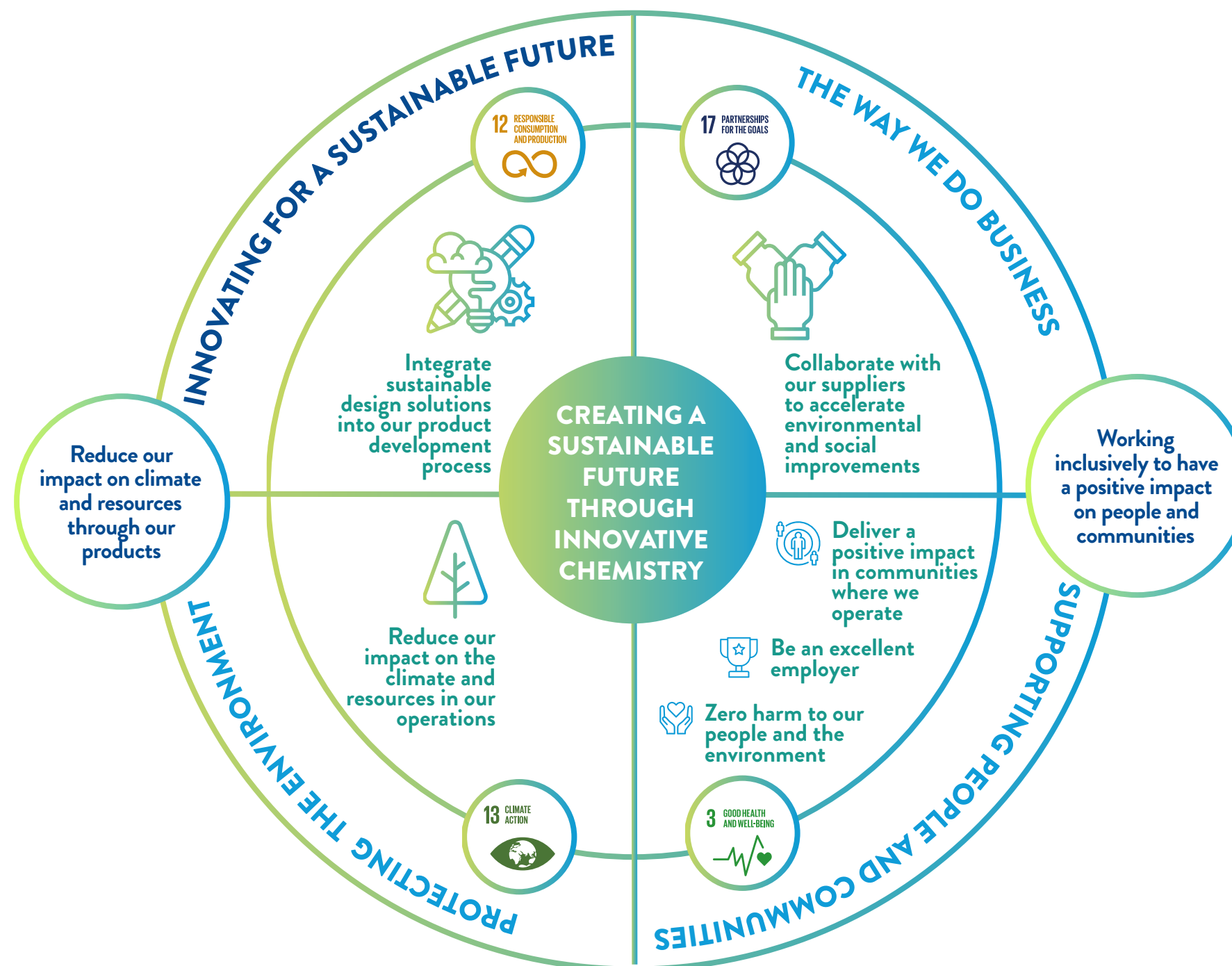
**17** PARTNERSHIPS FOR THE GOALS



# Our sustainability strategy

To deliver our strategy, we set new sustainability goals during 2020. These goals focus our performance in the areas that matter most to our stakeholders, and where we believe we can make the greatest difference.

Through better fuel consumption, enhanced engine performance, and reduced engine wear, our products deliver a positive impact on, or directly contribute to, SDGs 12, 13, 3 and 17. Our strategy is focused on continually improving the environmental performance of our products.



- SUSTAINABLE FUTURE**  
(differentiation and shared value)
- RESILIENT OPERATIONS**  
(licence to operate)
- 2025 CORPORATE SUSTAINABILITY GOALS**

Further context on our corporate goals can be found on page 10.

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## Prioritising our approach

To ensure we focus on areas that matter the most in helping drive the future success of Infineum's sustainability agenda, we conducted a materiality assessment in 2018. This was refreshed in the second half of 2020 with the help of a third party, and in accordance with the Global Reporting Initiative (GRI) Standards. The refresh confirmed the relevance of the original topics identified, along with highlighting some new additional topics - including energy and mobility transition, organisational risk and resilience, and the need for supply chain sustainability. The assessment helped inform our new sustainability goals and targets, which are reflected in the contents of this report.





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In 2015, the United Nations adopted the 2030 Agenda for Sustainable Development, and the 17 Sustainable Development Goals (SDGs).

We contribute to all seventeen SDGs, collaborating with customers, suppliers, academia, industry bodies such as the Additive Technical Committee and the American Chemistry Council, and nonprofit business organisations, such as the World Business Council for Sustainable Development.

For more information on how we are contributing to the remaining 13 SDGs, visit [www.infineum.com/sustainability](http://www.infineum.com/sustainability)

WE HAVE IDENTIFIED FOUR SDGS WHERE WE BELIEVE WE CAN MAKE THE GREATEST POSITIVE IMPACT, AND THAT LINK DIRECTLY TO OUR STRATEGY.



Goal 12 Responsible Consumption and Production

Responsible production and consumption is about doing more with less. In 2020 we achieved ISO14001 certification at all Infineum owned Manufacturing Plants, integrated sustainability into our corporate capital and design processes and launched a new global resource efficiency programme.



Goal 3 Good Health and Wellbeing

'Nobody gets hurt' is our top priority and we are proud that Infineum is leading on health, safety and environmental performance in the chemicals industry.

We have established a global network of Wellbeing Champions to help support our colleagues and raise awareness about mental health and wellbeing at work.

Our life cycle approach to product impact also commits us to minimise the health impacts of products in use.



Goal 13 Climate Action

Our focus is on increasing energy efficiency, using renewable energy to lower greenhouse gas (GHG) emissions and reducing our product environmental footprint. Alongside heat integration, unit and equipment upgrades, optimised maintenance, and smarter operation of utilities at our Manufacturing Plants, we are improving our understanding of Scope 3 emissions and applying life cycle thinking to help reduce potential product carbon impacts from raw materials selection through to end of life.



Goal 17 Partnerships for the Goals

Collaboration is a key part of the way we work. We collaborate with key partners in the value chain and in academia to lead our innovations. As we develop our sustainability strategy, we are increasing our collaboration with customers and suppliers on sustainability activities to achieve maximum impact of our priority focus SDGs and driving global and local level partnerships to support the progress on specific targets of the remaining SDGs.

# Our sustainability goals and targets

Our goals and targets have been developed in line with our business strategy and corporate purpose, with priorities based on our materiality assessment and a review of the potential for Infineum to contribute to the UN Sustainable Development Goals.

Focus	Goals	2025 targets	UN SDG
<b>Health and Safety</b>	<b>Zero harm to our people and the environment</b> ‘Nobody gets hurt’ is Infineum’s highest priority. Personal safety, health, process safety and environmental protection are already embedded into our ways of working. We focus on incident prevention and leading indicators to protect people and the environment. With the 2025 target of ‘zero harm’, we are aiming for no personal, no process and no environmental incidents.	TRIR + PSE + NER 0	
<b>Sustainable Products</b>	<b>Integrate sustainable design solutions into our product development process</b> As a technology company with a purpose to create a sustainable future through innovative chemistry, the products and components we develop must be created with sustainability in mind.	100% of product developments are evaluated with sustainability criteria	
<b>Sustainable Supply Chains</b>	<b>Collaborate with our suppliers to accelerate environmental and social improvements across the value chain</b> Building a responsible supply chain is vital to sustaining a resilient and successful business. We will increase supply chain transparency and provide assurance of sustainability compliance with relevant suppliers, using the independent EcoVadis rating as a collaborative platform.	>80% of relevant spend to be covered by sustainability assessments	
<b>Sustainable Operations</b>	<b>Reduce our impact on the climate and resources in our operations</b> By increasing energy efficiency, using renewable energy and optimising the utilisation of raw materials, we are lowering GHG emissions across our own global operations. We are evolving our approach to emissions reduction in line with climate science.	↓ 20% in carbon emissions per ton of product compared to 2018	
<b>Colleague Engagement</b>	<b>Be an excellent employer</b> Our highest priority is to work safely and to protect colleagues’ health and wellbeing, whilst also recognising that their creativity is critical to the success of Infineum. We strive to sustain and enhance a supportive working environment, allowing our colleagues to feel confident, develop within their roles and deliver at their best, whilst building an equal and inclusive culture.	>75% colleague engagement score achieved	
<b>Community Engagement</b>	<b>Deliver a positive impact in communities where we operate</b> Infineum is committed to delivering a positive impact in the communities where we operate, and encourages colleague volunteering in line with our ambition. To support this, we are introducing a Global Volunteering Standard that provides up to an additional day’s annual leave for colleagues to participate in voluntary STEM** or local community support activities.	>25% of colleagues volunteering via global STEM programme and local initiatives	

\*TRIR = Total Recordable Incident Rate    PSE = Process Safety Event (as per API RP 754)    NER = Notifiable Environmental Release    \*\*STEM - Science, Technology, Engineering and Maths  
 ‘Zero harm to the environment’ goal refers to notifiable spills and releases.

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## Innovating for a sustainable future

The shift to renewable energy, the need to decarbonise the global economy, and rapid advances in technology for energy and logistics point to a very different world in the years to come.

We play an important role in the fuel and lubricant products that form the lifeblood of global trade, transportation and power generation. We have been at the forefront of driving innovations for these vital systems for many years and continue to do so as emissions legislation drives even more stringent requirements and public sentiment equally calls for improved environmental performance.

Infineum have been driving innovation that has enabled sustainability across the lubricant and automotive industry for many years. As additive partner to many heavy duty and passenger car Original Equipment Manufacturers (OEMs) and through a leading role in industry groups, Infineum has supported the definition and development of many new specifications that have driven and will continue to drive these performance and efficiency improvements in the future.

As our customers look for further opportunities to deliver sustainable products to the markets and for OEMs, Infineum is investing in the application of renewable and re-refined baseoils to drive improvements in carbon footprint and enable waste reduction.

Furthermore, as the automotive industry evolves towards a more electrified future, Infineum is addressing the latest technical challenges presented by hybrid and electric vehicles.

### The impact of advanced additives

Advanced additive chemistry gives engine manufacturers freedom to design more efficient engines while allowing the oil to solve the resultant lubricant challenges.



### Improving fuel economy

Advanced lubricants can have a number of impacts on the fuel efficiency of the vehicle. The additive systems are important to powertrain efficiency, both as direct actors and as a critical enabler.

- **Direct impacts:** the lubricant enables a reduction in engine frictional losses which reduce the engine fuel consumption. This can be achieved mainly through changes to the lubricant viscosity (additives are then critical to maintain durability performance like wear protection) or through the use of friction modifiers within the additive system.
- **Indirect impacts:** enabling changes in engine technology with a fuel economy or emissions reducing effect (e.g. reduced sulphated ash, phosphorous and sulfur (SAPS) level for compatibility with after-treatment systems).

### Oil drain intervals

Infineum is developing additives which allow OEMs to extend their recommended Oil Drain Intervals (ODI) on a lubricant, enabling them to reduce waste and maximise asset utilisation. This is achieved by additives providing improved durability performance, especially oxidation control and wear protection throughout the Oil Drain Interval. Such extended drain products are often referred to as “Long Life” lubricants.

### Protecting aftertreatment systems

Aftertreatment systems are essential to maintaining clean air. They reduce, remove or significantly reduce byproducts of combustion including particulate matter, hydrocarbons, and NOx.

Aftertreatment systems are complex and finely tuned. As a result, they are subject to reduced efficiency, or even damage over time. Engine oils are precisely formulated with additives to protect the engine and improve fuel economy while simultaneously minimising the risk to these aftertreatment systems over the lifetime of the vehicle.

More than ever, customers and OEMs require outstanding performance whilst delivering long oil life and even greater improved fuel economy. Through innovation and collaboration within the industry, Infineum delivers performance for the most demanding industry and OEM requirements.

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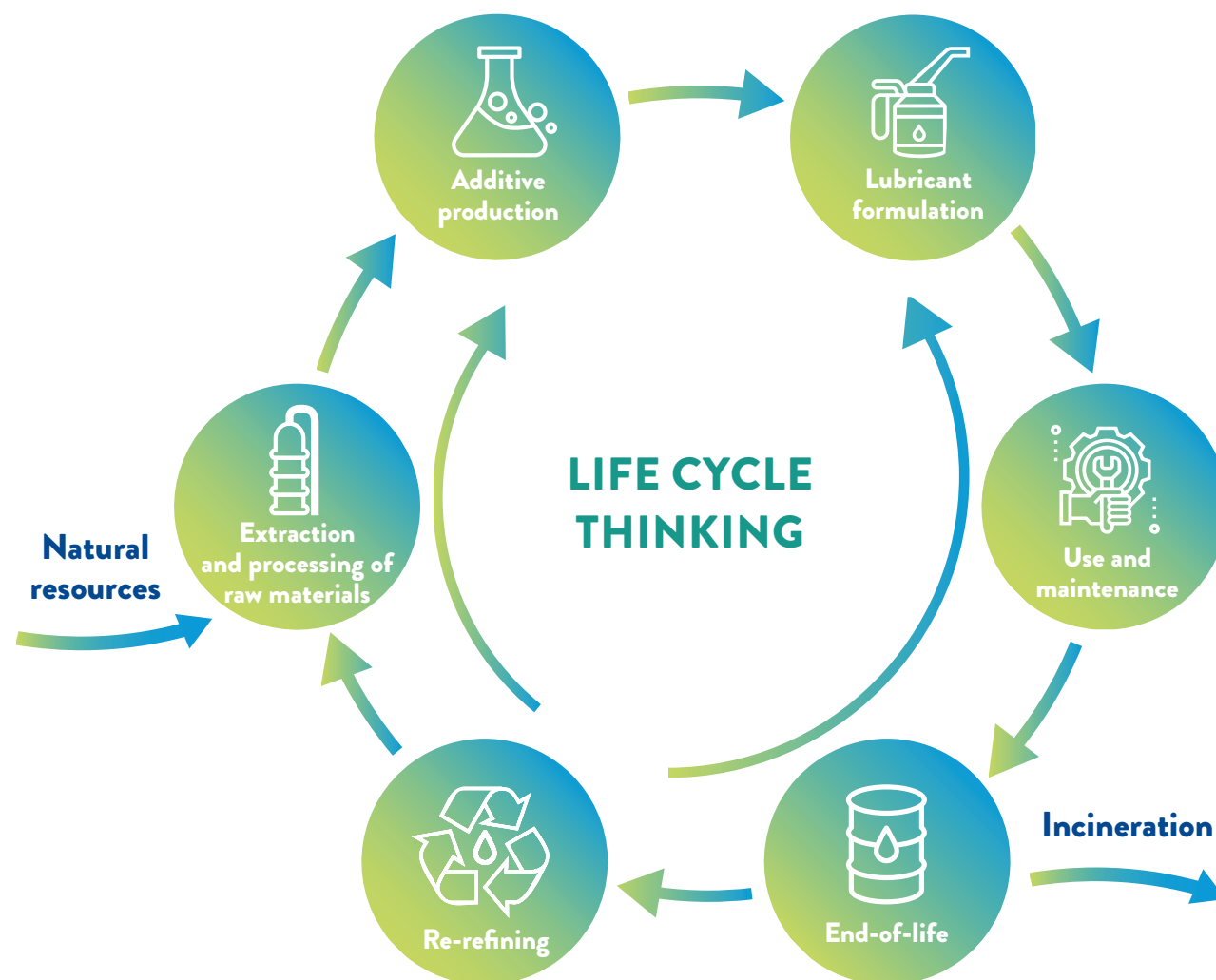
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## Life cycle thinking and product development

Infineum products' composition and production have impacts upstream with raw materials and suppliers, and downstream with customers and end-users through their performance and efficiency.

We are committed to integrating sustainability into every part of our value chain, from the extraction of raw materials to how our products are treated at end-of-life. We work closely with suppliers, customers, and OEMs to improve the total impact profile, from minimising destructive and efficiency reducing engine processes, such as oxidation, wear, and friction, to maximising beneficial properties such as cold flow properties, lubricity, cleanliness, and especially fuel economy. Central to our work on product development is life cycle thinking - a holistic approach that will enable our technologists and product formulators to systematically work through a product's impact from raw materials through to disposal or re-refining, covering technical and non-technical sustainability criteria, risks and opportunities. Our target is to integrate sustainability criteria into 100% of our product development by 2025 or earlier.



### Using LCAs to guide product development

In 2020, we completed cradle-to-gate Life Cycle Assessments (LCAs) of our entire product portfolio, giving us new insights into the impacts of our current products and how we can improve their performance in the future. The LCAs show the majority of our products' footprint comes from the production of raw materials. We are investigating these processes further to better understand their impacts and how they can be mitigated, and now plan to extend our analysis to take into account the downstream impact of our products in use and disposal.

### Enhancing our product development process

In 2021 we will enhance our product development process to further embed sustainability criteria. This will shape our decision making and strengthen the link of our innovation activities to our customer and market needs. This holistic approach will enable us to ensure that the life cycle sustainability of new products can be designed in from the start.

### Accelerating idea to product

To improve the pace and effectiveness of our innovation processes we are developing faster and lower-cost methods to demonstrate product performance, including investment in new digital tools and collaborating with external technology providers to match existing technology to new market applications.

### Tracking Key Performance Indicators (KPIs) to drive innovation

Between 2014 and 2019 in our largest business unit, Infineum increased its Research and Development (R&D) spend on new capabilities by more than 50%, and increased external collaborations in R&D by more than 300%.

Our measurement of our 'Innovation Culture' within Lubes Marketing and Technology in 2018, using a net-promoter score (NPS) methodology, yielded an NPS of 42<sup>2</sup>, indicating we are ahead of external benchmark (32).

<sup>2</sup>Net Promoter score assesses to what extent a respondent would recommend a certain company, product or service to his/her friends, relatives or colleagues. This can be answered on a scale, ranging from 0 (not at all likely) to 10 (extremely likely). Three categories of people are distinguished: - Promoters = respondents giving a 9 or 10, Passives = respondents giving a 7 or 8, Detractors = respondents giving a 0 to 6. The NPS is calculated as: % Promoters - % Detractors

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## More efficient use of conventional fuels

Despite growth in other drive systems, the internal combustion engine will be around for many years to come and will remain an important component of much-needed economic development in lower income countries. Maintaining and improving its efficiency is vital to the transition to a sustainable future. Our technologies increase performance and fuel economy, extend oil drain intervals, and reduce waste and pollution.

### Helping customers and end-users respond to environmental regulation

Legislation to reduce the environmental and health impacts of transportation is ever-more demanding, and Infineum is responding by reducing product impacts and collaborating on tailored innovation with global lubricant and engine manufacturers to enable customers and end-users to stay compliant. This innovation work includes improving engine compatibility with bio-derived fuels and base oils; reducing the friction in engines; reducing particulate and nitrous oxide emissions; improving engine durability; and reducing waste by innovating lubricants with longer lifetimes, or facilitating recycling of lubricants. We are also helping the shipping industry achieve greater efficiency and performance in a low sulphur fuel environment to meet important and demanding International Maritime Organisation 2020 regulations, by developing new products and solutions that allow ships to use new, cleaner fuels while maintaining engine performance and durability.

### Developing lubricity additives from natural sustainable sources

Our lubricity technology provides wear protection between metal-metal contacts in fuel pumps. Infineum's lubricity additives are derived from natural sustainable sources, such as tall oil from wood pulp making, rapeseed and other common oleic acids. Most Infineum lubricity products have 100% active ingredient and are supplied via multiple supply points thus minimising the carbon footprint between the supply point and the end customer.

### Innovating for future engines

Infineum's Product Innovation and Engineering group is collaborating with OEMs to tackle the challenges presented by future engines. We are innovating, producing and distributing more effective technology, and modelling fuel economy performance to accelerate adoption of the best technology. The focus is on an overall emission reduction, durability and new materials that can deliver step out performance and disruptive improvements.

### Improving the yield from refining

Modern diesel is often made by blending varying streams from different and increasingly sophisticated refinery processing units, using diverse sources of crude oils. The resulting variation in composition of the diesel impacts the cold flow properties of the final product. Infineum's cold flow additives enable refiners to increase their production flexibility and output, and incorporate low value blend streams in the diesel pool.

### Launching our Fuel Economy venture

Our Fuel Economy venture is exploring new ways to deliver step changes in fuel efficiency, becoming a key project within Infineum innovation. It is designed to implement new chemistry solutions to significantly improve the fuel economy of internal combustion engines used globally and optimise these solutions to maximise the benefits in specific vehicle designs, all while maintaining high durability and low servicing costs. We have recently successfully deployed technologies to deliver enhanced fuel economy for future lubricant specifications and stringent fuel economy targets and our fuel economy testing capabilities are designed to enable our research work to have a low carbon footprint.

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## Supporting E-mobility

Vehicle electrification has a very important role to play in providing lower emission transportation, a contributor to reducing greenhouse gas emissions. Vehicle electrification is expected to grow exponentially in the coming decade, creating new opportunities in the chemical and speciality chemical sector. Infineum is a market leader in the transmission fluid market with a wide range of technology solutions for hybrid and Battery Electric Vehicle fluids.



### Establishing a new E-mobility venture

**Infineum has formed an E-mobility venture to apply our knowledge and expertise, and we are working with industry experts to identify new opportunities to develop more sustainable lubricants chemicals for E-mobility.**



### Developing new power transmission fluids

**We have programmes with many major OEMs to develop next generation E-fluids that simultaneously lubricate gearboxes and cool electric motors to help maximise power density and efficiency for future vehicles.**



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## PROTECTING THE ENVIRONMENT

Climate change and decarbonisation have rapidly climbed to the top of the agenda for business in recent years, and the related challenges in resource efficiency, water stewardship and waste management are increasingly significant for companies including Infineum.

We take a pro-active approach to environmental sustainability, driving resource efficiencies and decarbonisation in alignment with our commitments to the UN Sustainable Development Goals. Action to protect the environment reflects our SDG commitments to Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13), and also makes an important contribution to our work on Human Health and Wellbeing (SDG 3).

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## Environmental protection is at the core of our operations

Infineum is committed to safe, secure, reliable, and environmentally sound operations. Central to our environmental and health and safety management is our Operations Integrity Management System (OIMS), which has been part of our strategy since Infineum start up in 1999. An ever-evolving series of requirements within this system sets out our scope, objectives, requirements, procedures, resources, and approach to measurement, verification and feedback.

For our environmental and sustainability topics, considerations are incorporated into business planning processes, into risk assessments and into the design of new operations.

One area of OIMS builds a central system to ensure environmental protection. It defines our management approach for all environmental impacts in our operations to achieve continuous improvement within environmental performance and to meet the principles embedded in the Infineum Corporate Environmental Expectations.

**It covers the following elements:**

1

Identifying, assessing and managing significant environmental aspects, such as carbon, energy, water, and waste.

2

Proactive measures to prevent systemic environmental incidents and releases including those with potential to cause legal non-compliance, public risk or public nuisance.

3

Continuous improvements in the areas of emissions to the environment and waste.





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## GHG emissions and climate & energy

Rising to the challenge of climate change means we must minimise the environmental impact of our operations and maximise our contribution to SDGs on Climate Action and Responsible Consumption and Production.

We have set a corporate target to reduce our direct carbon emissions of all our Manufacturing Plants and Business and Technology Centres by 20% per ton of product by 2025, compared to 2018.

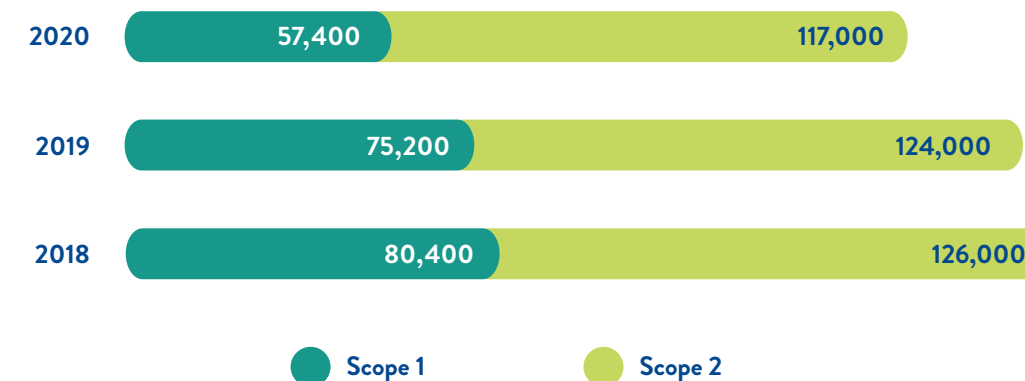
Our focus is on increasing energy efficiency and using renewable energy to lower our carbon emissions. We are continuously exploring new opportunities to make Manufacturing Plants run more efficiently and have implemented measures including heat integration, unit and equipment upgrades, temperature controls on tanks, LED lighting and many other energy conservation techniques.

### Action on GHG emissions, climate & energy includes:

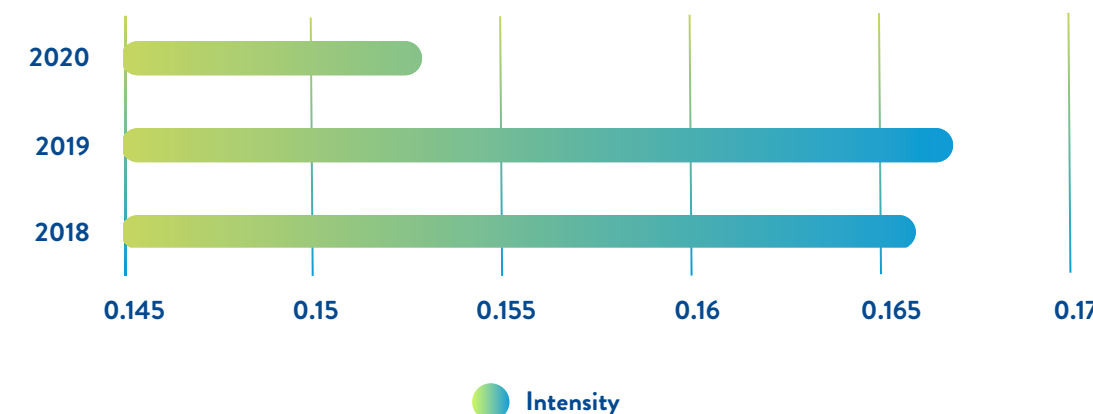
- Bringing environmental considerations into business planning, risk assessment, design of new operations and corporate capital processes.
- Achieving ISO14001 environmental management certification at all Infineum owned Manufacturing Plants.
- Launching a new global resource efficiency programme, including upgraded digitalisation to accelerate progress.
- Finding new opportunities for energy optimisation and reduction of steam, gas, and electricity consumption.
- Reviewing our energy sources and exploring new opportunities to move towards more renewable supply models.
- Reviewing our Scope 3 carbon emissions (in our supply chain and the in use phase of our products).



### GHG Emissions in Metric Tons of CO2e



### GHG Emissions Intensity (Metric Tons CO2e/ Production Tons)



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How we are reducing GHG emissions

New Jersey, USA Business and Technology site powered by solar panels

January 2020 marked a historic day for Infineum’s Business and Technology Centre in New Jersey. For the first time in its 73-year history, the site was powered by electricity produced on the Infineum site. The electricity is from a renewable source having been generated by a newly installed two-megawatt solar field made up of over six thousand solar panels spread over five acres of previously under-utilised property. The panels combined produce an impressive 3.4 million kilowatt hours a year, which is around a third of the site’s consumption. Infineum estimates that this investment in solar energy will reduce CO2 emissions from the Linden site by approximately 1,300 mT annually. As always, safety was priority number one and the project team worked diligently to ensure no one suffered an injury during construction, reinforcing the core value of ‘Nobody Gets Hurt’ working for Infineum.

Singapore office fully renewable powered

On 1<sup>st</sup> January 2020, Keppel Bay Tower, our newly relocated Singapore office, became the first existing high-rise commercial building in Singapore to fully utilise renewable energy to power all of its operations. It is a Green Mark Platinum building certified by the Building and Construction Authority of

Singapore and is purchasing renewable energy certificates (tradable green energy credits) for energy generated by solar panels installed in Keppel Offshore & Marine’s yards in Singapore. Keppel Bay Tower will also be installing an assembly of solar panels covering about 400m<sup>2</sup> on the roofs of its podium and tower blocks, which is expected to have an annual energy yield of about 100,000 kilowatts hours.

Seven years of energy efficiency management in Cologne, Germany

Infineum’s Manufacturing Plant in Cologne has been ISO 50001 certified for over seven years. The main objective of this ISO standard is to improve both energy-related performance and energy efficiency while continuously identifying opportunities to reduce energy consumption.

In total we have been able to save 82,000 MWh since being certified which means we need on average 7.8% less energy per ton of product. To help put this into everyday context, this amount of energy saving would enable around 160 Infineum colleagues in Cologne to run their private households for 165 years.

These are just three examples of the effort teams across the Infineum network are working on to address our sustainability challenge.

Energy saved in MWh								
	Values are all compared to the baseline (average of years 2011, 2012, 2013)							Total
	Reduction	Reduction	Reduction	Reduction	Reduction	Reduction	Reduction	
	2014	2015	2016	2017	2018	2019	2020	
Steam	5,249	2,716	4,586	8,767	-4,802	3,385	1,350	21,251
Electricity	800	2,007	3,072	4,174	2,171	2,366	2,176	16,766
Natural Gas	5,663	4,841	6,067	10,382	6,339	7,926	2,623	43,841
<b>Total</b>	<b>11,712</b>	<b>9,564</b>	<b>13,725</b>	<b>23,323</b>	<b>3,708</b>	<b>13,677</b>	<b>6,149</b>	<b>81,858</b>

Cologne energy data 2014-2020.

This result has required the cooperation of every single colleague at the site and demonstrates the excellent work that is being done. However, we recognise we cannot be complacent as this is an ongoing process, so we are encouraging every single one of our colleagues to continue their efforts by remaining focused on energy efficiency and our environment.

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## Water

Water presents challenges for many communities around the world, from reduced quantity, poor quality and a lack of access to clean drinking water for some, to problems with flooding for others. Water is also 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. As part of our Operations Integrity Management System each Manufacturing Plant upholds strict processes to ensure compliance with regulatory requirements and laws.

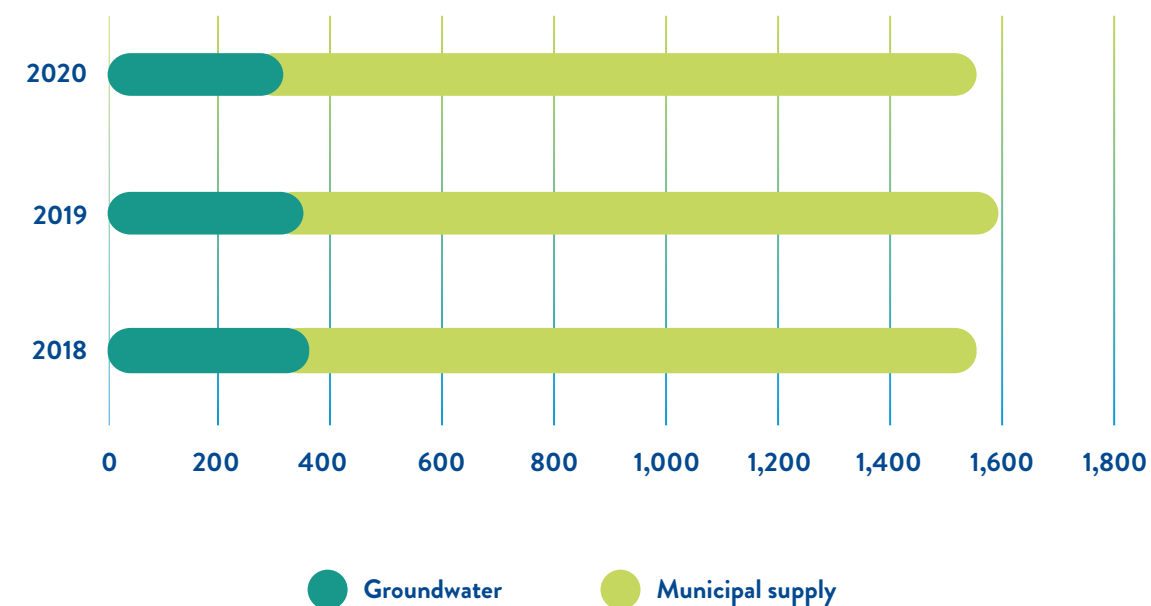
### Action on water includes:

- Working closely with municipal and water protection authorities to ensure our practices protect and conserve the water sources around us.
- Robust processes for monitoring and compliance.
- Optimising our water use, by reducing fresh-water consumption, recycling condensate and adopting conservation practices.

### Water enhancements at Manufacturing Plants in France, Germany and Italy

- Berre, France: Our site experienced higher wastewater generation due to lime quality degradation. In 2019 a new feed pump with filter device placed upstream was implemented, increasing the reliability of the centrifuge and helping to reduce wastewater generation by around 40%.
- Cologne, Germany: Our site replaced our oversized cooling tower originally scaled to include use by the now-closed Cologne refinery, with a smaller and more efficient equivalent, which is now operated by well water and able to deliver significant fresh water savings.
- Vado Ligure, Italy: Our site is in the process of installing new wells to re-use ground water to prepare the lime milk needed to neutralize the acidic stream from the chloro-dispersant unit. This initiative is expected to save 25-30 thousand cubic metres of fresh water annually.

### Total Volume of Water Withdrawn Municipal supply and Groundwater in Megalitres



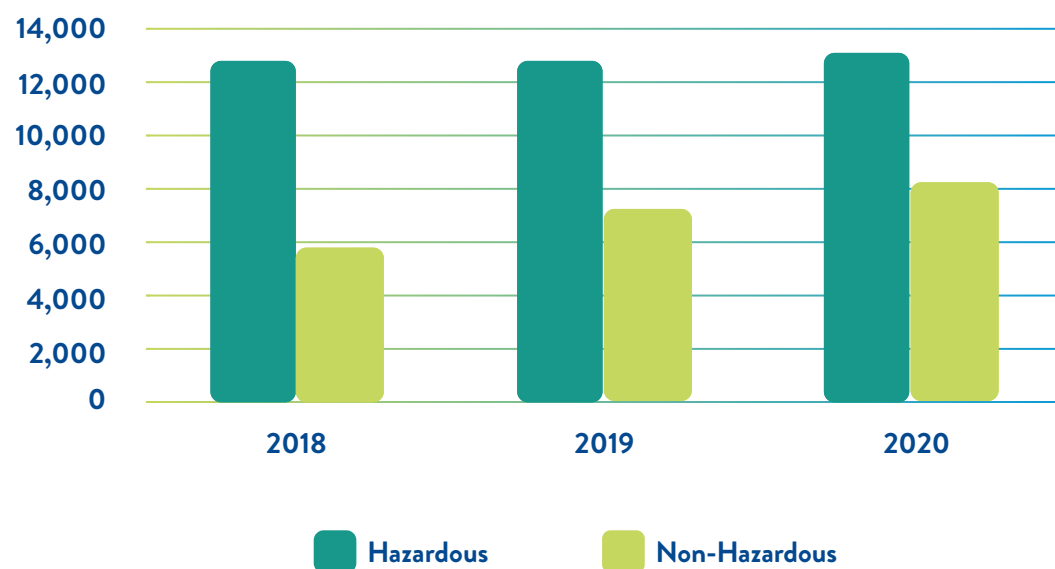
### Resource efficiency and waste

Driving resource efficiency in our operations and supply chain has been a priority for many years, with initiatives focused on sustainability benefits and cost savings. We aim for the highest standards in waste reduction, and all sites are working to reduce hazardous waste and waste to landfill.

#### Action on resource efficiency and waste includes:

- Adopting the highest standards in waste management to meet or exceed all applicable laws and regulations.
- Re-using and recycling material streams in production processes to minimise use of virgin materials and optimise yields.
- Reducing hazardous waste and our waste to landfill. Our waste to landfill is minimal globally.

#### Total Weight of Waste Generated in Metric Tons



Our waste generation increased during 2020 due to a number of factors, including improved data quality and major waste clear-outs at all sites as part of local efficiency drives.

#### Raw material utilisation optimisation

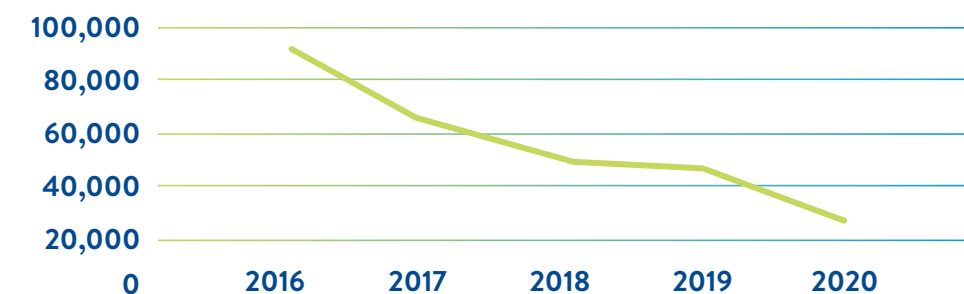
Our Manufacturing Plants have adopted a continuous improvement approach to steward process units yield and mass balancing. As part of this, all our sites are periodically reviewed against targets and best achievable/best technology Bill of Materials. In 2020 this process was revised, and improvements were made to solidify a more focused approach through more advanced digital capabilities and tools, further optimising the use of raw materials and reducing waste going forward.

#### Reducing single-use plastic in offices

Infineum's UK-based environmental team, Actions Change Trends (ACT) encourages and supports the company and colleagues in implementing environmental initiatives at our Milton Hill site. With a newly appointed chair and team members, ACT invited site colleagues to share their environmental improvement suggestions via Infineum's collaboration platform which is used to build ideas and maximise our potential impact. Similar environmental teams are in place at other Infineum sites around the world.

One of the successful initiatives created through our ACT team was work to reduce single-use plastic waste, much of it generated by coffee machines dispensing plastic cups across site. ACT provided all staff on site with reusable KeepCups, ensuring safety and encouraging our colleagues to move away from disposable cups. This initiative was further supported by installing new coffee machines that do not dispense plastic cups, along with our restaurant replacing takeaway cutlery with reusable alternatives. Results were impressive, with a massive reduction in single-use plastic waste. Similar initiatives have been implemented at other Infineum sites around the world.

#### Plastic Cups Purchased Per Year



Significant drop in 2020 due to fewer people on site.

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## Measuring and prioritising sustainability

It is vital that Infineum's priorities on carbon, waste and water become an even more prominent part of our company culture, building on years of excellent work. That means bringing them to the fore in the way we track progress and make decisions. In 2020 we took significant steps to bring these dimensions of performance into business processes.



### Building a new sustainability dashboard

During 2020, Infineum brought together monitoring of environmental performance from Manufacturing Plants and Business and Technology Centres in a new sustainability dashboard that captures progress on carbon emissions, energy, water, and waste. The dashboard was launched across all sites, and will help us drive action on our sustainability goals through monthly internal reporting.



### Integrating sustainability considerations into corporate capital and design processes

We drove sustainability criteria into our corporate processes and global design standards and appraisals for all projects. We also integrated an internal proxy cost of carbon for all capital investments. Our aim is to move from ring-fenced sustainability projects to a fully-encompassing approach to new designs, supporting a cultural shift towards sustainable thinking within the company.



### Digitalisation as a key enabler for our operations

Digitalisation has always been a cornerstone of our approach and is a key element of our strategy to make our manufacturing operations more efficient and modern. In 2020 we ran several pilots to support the key manufacturing value drivers and better understand our sustainability capabilities, via digitalisation technologies such as connectivity, mobility, wireless instruments, advanced analytics including machine learning, and cloud technology. In 2019 we began using drones to conduct flare inspections normally carried out manually, with benefits including better safety management and a more efficient way of working. We are also improving our foundational technologies and data platform as part of our continuous industrial process optimisation work.

## Applying Machine Learning

One of our pilot manufacturing projects on the cutting edge of digitalisation came from applying Machine Learning using historical process and quality data from the Bayway Dispersant Unit.

The application of Machine Learning algorithms to large-scale Infineum datasets has the potential to uncover previously unknown relationships that would otherwise remain hidden. The knowledge developed by uncovering these patterns can be employed to drive cost minimisation, process optimisation, capacity improvements and reliability on our Manufacturing Plants.



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## OUR PEOPLE

People are at the core of our success and we believe that an engaged community of colleagues is the key to achieving superior business results.

Delivering positive change for our colleagues and the communities where we operate has never been more important. Our highest priority is to work safely and to protect colleagues' health and wellbeing, whilst also recognising that their creativity is critical to the success of Infineum. We strive to sustain and enhance our supportive working environment, allowing our colleagues to feel confident, develop professionally and deliver at their best, whilst building an equal and inclusive culture. These commitments align with our focus on UN Sustainable Development Goal 3 on Health and Wellbeing.

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## Workplace Health, Safety & Wellbeing

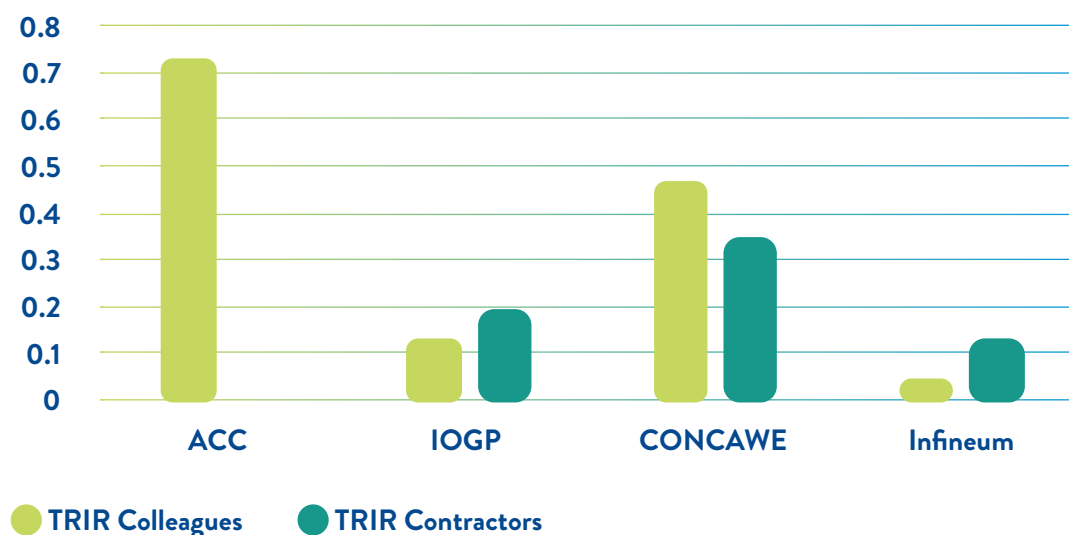
The health and safety of our colleagues, the contractors working for Infineum and the community around our sites is our highest priority, making SDG 3, Good Health and Wellbeing instrumental to our ways of working and culture.

We believe colleagues, contractors and others working for Infineum have the right to return home at the end of each day in the same state of health and wellbeing as they began it, and that our mantra of 'Nobody gets hurt' is right and is achievable. We believe that all incidents, injuries, and occupational illnesses are preventable. Our goal is to ensure zero harm to our people and the environment, with no personal, no process and no environmental incidents.

Our Safety, Health and Environmental (HSE) Core Policy, together with our strong safety culture and management systems, ensure we deliver excellent safety performance that is intrinsic to our business. This policy is at the core of what we do, and we maintain this through simple messaging, an established systematic approach, clear and understood metrics and strong safety leadership.

To meet our target of zero harm, and successfully manage workplace health, safety and wellbeing, our management systems ensure that hazards are systematically identified, evaluated, and controlled.

### 2019 Benchmarking Total Recordable Injury Rate



Recordable injuries per 200,000 hours.  
Third parties source: latest available published data

Risks from hazards are managed to protect colleagues, contractors, customers, the general public and the environment; and we comply with all HSE laws.

Infineum is a top performer on personal safety results, for both our colleagues and contractors, not just in the additive industry but in the whole process industry, allowing us to make significant progress towards SDG 3, Good Health and Wellbeing. Our Total Recordable Injury Rate (TRIR) in 2020 was 0.05 for colleagues and 0.12 for contractors, which was the lowest among our benchmarks – American Chemistry Council (ACC), International Oil & Gas Producers (IOGP), and European Oil Company Organisation for Environment, Health and Safety (CONCAWE).

### Action on workplace health, safety and wellbeing includes:

- Embedding a robust HSE philosophy and safety culture into our everyday processes that requires all colleagues to take on relevant roles and responsibilities, with safety embedded into all colleagues' goals and performance reviews.
- Operating an effective management system to ensure hazards are systematically identified, evaluated and controlled, with any associated risks managed in compliance with HSE laws.
- Introducing a wellbeing network and initiatives to raise awareness about mental health and wellbeing at work, and providing tools to improve them. These include an online Global Wellbeing Hub which hosts resources to help colleagues look after their own wellbeing and better support others.
- Implementing global policies to encourage Flexible Working and Parental Leave.
- Operating a Code of Conduct reporting hotline, via an independent platform, to allow colleagues easy online access to raise any matter that conflicts with laws, regulations or Infineum's Code of Conduct.

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We achieved a variety of awards and accreditations at a number of our sites throughout 2019 and 2020:

# 2020

## December

Zhangjiagang (China) Manufacturing Plant became ISO 14001:2015 Management System Certified, joining our other Plant locations in certification. All sites are certified to 18001 Management System

## December

Singapore Manufacturing Plant received a Workplace Safety & Health (WSH) Excellence Award – WSH's highest achievement award

# 2019

## December

Singapore Manufacturing Plant received a Responsible Care Excellence Award in 'Employee Health & Safety'

## August

Milton Hill, UK Business and Technology Centre received a prestigious Gold award from the Royal Society for the Prevention of Accidents (RoSPA) in recognition of Milton Hill's health and safety performance

## April

In recognition of our "go home in one piece" safety film, Infineum won a Silver award at the New York Festivals TV & Film Awards



Further awards and recognitions achieved at our Zhangjiagang (China) Manufacturing Plant:

# 2020

## March

The excellence enterprise for implementing dual prevention mechanisms to reduce incidents while improving safety performance awarded by the Zhangjiagang City Emergency Management Bureau

## February

Advanced enterprise for the construction of ecological civilization from Zhangjiagang Free Trade Zone Management & Working Committee

# 2019

## November

Level 2 Safe Production Standardisation by the Zhangjiagang City Emergency Management Bureau

## May

Environmental and Socially Responsible Enterprises by the China Environment Press

## March

Received local government 'Eco Star' award and a top score for safety management

## February

Advanced Ecological Civilisation Construction Unit by the Zhangjiagang Free Trade Zone Management Committee



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## Inclusion & Diversity

We are an inclusive organisation that values diversity and where colleagues feel they can bring their whole selves to work in a truly inclusive workplace.

**Inclusion and Diversity (I&D) is embedded in our business and is a key aspect of one of our core values – Respect for People and the Environment. We aim for equity throughout the complete colleague life cycle, with particular focus on external recruitment, internal development and appointments as well as the systems that underpin our support infrastructure. We have practices in place to identify and remove potential bias and continuously look for ways to learn from best practice, bring in new ideas and drive inclusivity.**



### Action on inclusion & diversity includes:

- A global network of I&D champions, based in ten locations to help drive local conversation and action on inclusion – including commissioning bespoke training, guest speakers, and translating global initiatives into local events and discussion forums that connect colleagues and invited guest speakers to share insights on a large range of topics.
- An international group of I&D executive sponsors providing regional leadership, and support to champion community programmes to amplify the importance of inclusion across the organisation.
- Delivering tailored training programmes, including unconscious bias training for all Infineum colleagues and specific I&D training for all leaders. In 2020, our Diversity of Thought initiative was launched to all colleagues with a library of materials to shine a light on the benefits of diversity of thought and help enable conversations that will make tangible progress on valuing visible difference and recognising the importance of invisible differences; acknowledging that the things that make us truly diverse are the ways we think, and the way we all approach situations with a different point of view.
- Reaching our 2020 I&D target to have 25% female leaders and making good progress against our target of 25% leaders in Asia - achieving 23% last year.
- Resetting I&D leadership ambitions for 2025, to ensure that our leadership population is progressively reflective of the communities in which we operate: we now aim for (1) 25% females at Executive Leadership; (2) 33% females at broader senior leadership levels; (3) 25% of Executive Leadership roles and 30% of broader senior leadership roles to be held by Asians, based in Asia; and (4) 30% of Executive Leadership to be non-Caucasian.
- Regularly engaging external speakers, experts and charities and each other in order to expose all colleagues to the latest insights on inclusion and keep our colleague community united and aligned on our key values.

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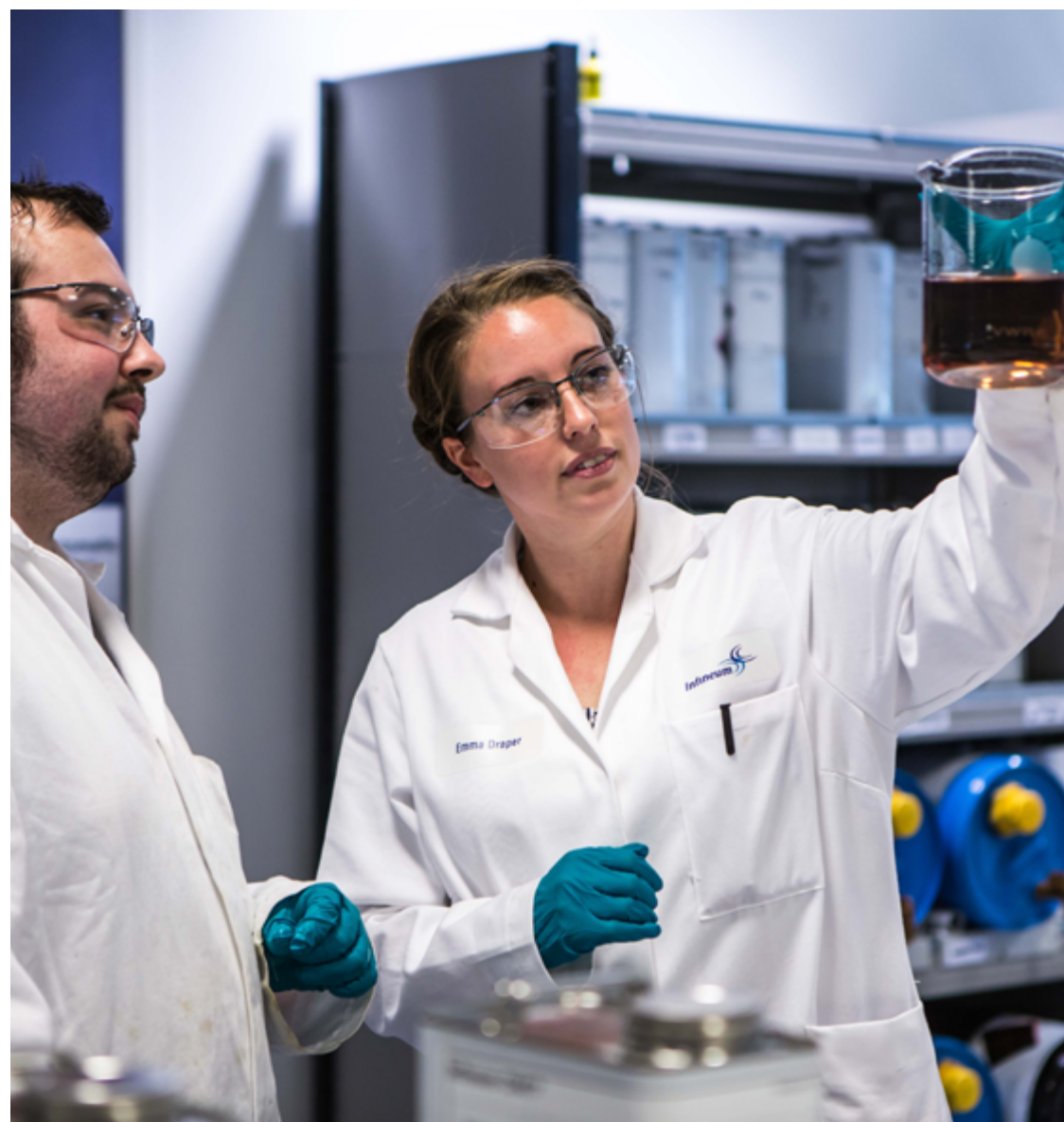
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## Engaging our people

An engaged community of colleagues is key to our success. Infineum attracts highly skilled and motivated people via diverse channels including universities, internships and apprenticeships, recruitment agencies, colleague referrals and through our own online recruitment channels.

We aim to attract a diverse pool of candidates, and use diverse assessment panels and a structured interview process to ensure an objective and unbiased recruitment experience. We want all colleagues to reach their fullest potential, and we have a strong track record of developing talent internally, up to the most senior positions within the organisation. We believe in providing stretching roles and opportunities where colleagues can make a real impact on our business. Our target is to achieve a colleague engagement score of more than 75% by 2025.



### Action on colleague engagement includes:

- Encouraging colleagues to grow in their career, through cross functional lateral development and taking advantage of promotion opportunities that are available across many career paths. Our Open Resourcing programme allows colleagues to apply for available vacant positions that are of interest to them. Colleagues are also able to gain experience in new areas via projects and our job rotation schemes.
- Ensuring a fair development process from when colleagues first join Infineum and investing in the development of our colleagues and leaders.
- Providing a wide range of formal and informal development solutions, including advanced online learning solutions, mentoring programmes, coaching opportunities, educational assistance programmes and attendance at external conferences and seminars.
- Cultivating strong partnerships with universities and schools and supporting internships on short one-year placements. We currently host students in most of our locations, through many different programmes, from high school to doctorate level students.
- Ensuring a competitive reward and incentives system, recognising colleagues' contributions.

For more information about our colleague benefits, training and career development, visit [Infineum.com/careers](https://infineum.com/careers).

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# Our values

We foster an open and inclusive culture that promotes ambition, collaboration and feedback, to drive excellent performance for our customers. Our behaviours, aligned to our core values, set the standard for what we expect from all our leaders and colleagues.

C	A	R	E	S
CUSTOMER FOCUS	AMBITION	RESPECT	ETHICS	SAFETY
Our customer's business is our business; together we grow, sustainably and profitably.	We aim high and have a sense of urgency to deliver beyond our targets.	We are open, honest and inclusive. We treat the communities in which we operate and the wider environment with respect.	We value integrity over profit by operating to the highest standards and obeying all laws in the countries where we do business.	We believe that 'Nobody gets hurt' whilst working for Infineum is achievable.



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## OUR COMMUNITIES

Infineum makes a positive impact in the global and local communities where we operate, and we encourage all colleagues to do the same. We focus on building skills, particularly in Science, Technology, Engineering and Maths (STEM).

Infineum colleagues contribute their knowledge, skills and experience in many volunteering hours in their local communities. Work supporting communities is also part of our commitment to UN Sustainable Development Goal 3 - Good Health and Wellbeing.

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## Schools Outreach Programme

Science, Technology, Engineering and Maths (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 expressing an interest in STEM, being encouraged to take STEM subjects and entering STEM careers. To help address this challenge, we developed our Schools Outreach Programme in 2017 with a group of colleagues volunteering to organise and deliver STEM outreach work with local schools.

### Action on our Schools Outreach Programme includes:

Providing children and young people with engaging opportunities to experience science subjects to demonstrate careers in STEM, including:

- Partnered with STEM.org to train 25 volunteer STEM Ambassadors, delivering workshops, experiments and career discussions to schools in the UK, including Larkmead Secondary School and Rush Common Primary School in Abingdon and King Alfred's in Wantage.
- Hosting interactive site visits at our Manufacturing Plant in Vado Ligure, Italy for local students to gain an insight into Infineum and see the range of career opportunities available.
- Supporting a number of environmental project programmes impacting students, teachers and community members in Elizabeth and Linden, New Jersey in the USA.
- Delivering a programme of initiatives aimed at helping support the development and wellbeing of local children living near our site in Rio, Brazil - such as organising a weekly sports club, hosting a recreational holiday camp and partnering with local schools to help fund building repairs and maintenance.



Infineum colleagues attending The Big Bang Fair, UK

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## Supporting academia

Innovation at Infineum is also heavily invested in supporting academia through internships, extensive sponsoring of university research, and publications.



Students and staff from Nanjing University of Science & Technology attending Infineum insight day in 2019.

### Action to support academia includes:

- Developing students through internships and scholarships across the world, including:
  - Working with 23 Universities - 13 in the UK, 2 in Austria, 4 in China, 2 in South Korea, 1 in the USA, and 1 in Canada.
  - Supporting a variety of academic projects, including 11 post-doctorals, 33 PhDs and 2 Masters in 2020.
  - Supporting student scholarships at Middlesex County College and Union County College (UCC) in the USA. In 2020, UCC recognised Infineum as its corporate partner of the year, as a result of the positive impact we make in the communities where we operate.
  - PhD and post-doctoral student sponsorship at Seoul National University, and Masters student sponsorship at Chung-Ang University, South Korea.
  - Scholarship programmes at East China University of Science & Technology, Dalian University of Technology, Nanjing Technology University and China European Business School, along with internships at Changzhou Vocational Institute of Engineering, in China.
  - Supporting 20 student internships at our Vado, Ligure site in Italy.
- Working with four Government Research Labs - ISIS and Diamond in the UK, ESRF in France and NIST in the USA.
- Continuing to strengthen our research and development capabilities through essential partnerships.
- Aligning our research work with activities that directly enhance fuel economy, reduce emissions such as Nitrous Oxides, as well as reducing wear in order to improve engine cleanliness and extend product lifetime.

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## Supporting our communities through Covid-19

During 2020, a vast number of volunteering activities began when the Infineum community stepped up to meet the challenges of the Covid-19 pandemic, contributing significantly to the commitments and targets of SDG 3, Good Health and Wellbeing.

### Covid-19 Community Donation Initiative

In May 2020, we launched a global community donation initiative, in which Infineum matched colleague donations to charities either directly impacted by or supporting the Covid-19 crisis. In addition, colleagues had the option to donate to our three nominated global charities: Doctors without Borders; Direct Relief; and Action Against Hunger, with Infineum matching their donation. This initiative was widely supported throughout our business and within a short timeframe, Infineum raised \$690,000 for the chosen charities.

To hear directly from some of our colleagues who took part, please watch this [video](#).



## Support in Singapore

In Singapore, funds were donated by the Office Safety Committee, on behalf of colleagues to the Home Nursing Foundation (HNF), who provide medical, nursing, and personal care to patients at home. The donation helped 'grant a wish' for socially isolated patients who needed medical supplies, equipment, and essential groceries, and was also used to subsidise medical and nursing costs. Our donation of \$12,000 was matched by The Tote Board, which resulted in HNF receiving \$24,000 in total.

"Covid-19 has caused huge hardship for the less fortunate among us. Our donation to this worthy cause will not only help patients, but this generous act of giving will also warm the hearts of all our colleagues." John Hong, Asia Pacific Sales Director



HNF in action, providing medical support and personal care to patients at home.

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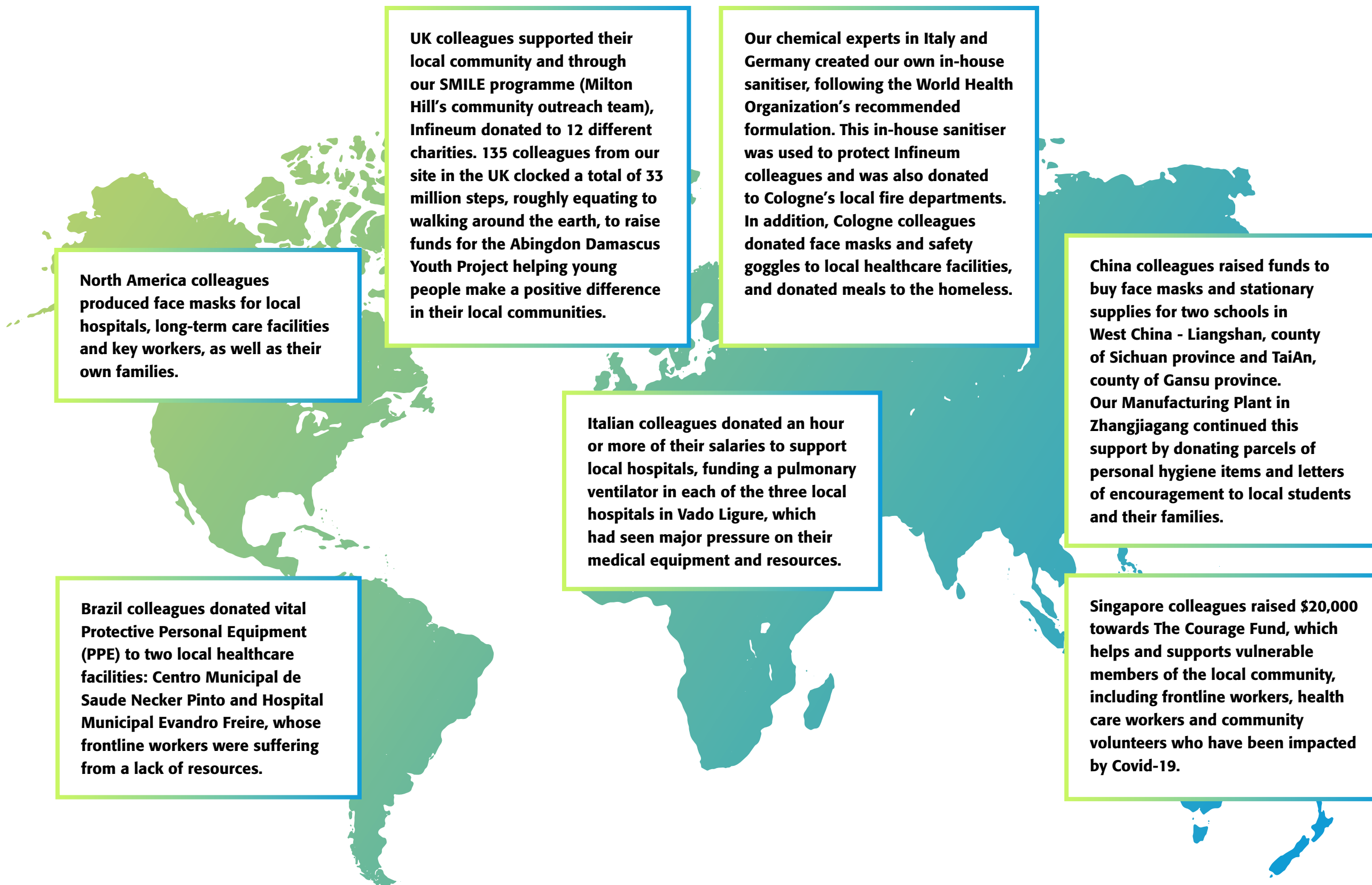
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In addition to this global initiative, colleagues also supported their local communities through these challenging times.





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## Festive support

Every year, Infineum colleagues and teams around the globe come together to raise money and support communities around the festive period.

### New Jersey, USA

New Jersey ran a variety of festive fundraisers, including:

- Offering colleagues the opportunity to donate anniversary celebration funds to ten nominated charities with a total of \$13,500 raised.
- Making online gift card donations instead of the usual end of year toy collection to Project North Pole in support of Young Women's Christian Association (YWCA).
- Continued to support the Salvation Army in their annual 'Be an Angel' initiative by filling 25 bags with clothing and toys from each child's wish list.



Community Relations Co-ordinator, Lois Bass spreading festive cheer.

### Rio de Janeiro, Brazil

Colleagues in Rio also continued to act in response to the impact of Covid-19 on their local community. Non-perishable food and toys were collected to support patients at Nossa Senhora do Loreto Hospital.

"Many families from this hospital have lost their jobs during the Covid-19 pandemic. We want to try and make their Christmas more enjoyable." Rosana Silva, Finance Assistant

### Shanghai and Beijing, China

Our I&D committee ran their annual Christmas auction at the China Business and Technology Centre on 18th December. Ninety items were donated, with \$5000 raised for children in difficult situations, almost twice the amount achieved the previous year.



### Cologne, Germany

Colleagues filled shoeboxes with useful items, aiming to put 'Christmas in a box' for local homeless people. The Straßenwächter organisation distributed the boxes on their city walkabouts, where they also provided food, clothing and hygiene products. Cologne colleagues also received a lottery style advent calendar from the Lions Club, who work to empower volunteers to serve their communities.

"Buying this advent calendar allows Infineum to both support a charity and give colleagues the chance to win great prizes." Nina Metzen, Site Logistics Coordinator

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## SMILE Programme, UK

Donated £35,000 to local charity The Porch, which supports and offers services to people experiencing or who have experienced rough sleeping, supported housing, hostel accommodation or who are vulnerably-housed. The Porch plans to use Infineum's donation to develop their new facilities where they can provide support and meals to vulnerably-housed people.

"We're incredibly grateful for Infineum's support. As you can imagine, the festive period is always a difficult time for our homeless members, but this year it has been incredibly tough." Jon Fitzpatrick, Director of the Porch

"This action feels like the true spirit of Christmas." Rich Bertram, SMILE Chairman



Infineum's Sustainability Advisor, Michael Savage (left) delivering SMILE's £35,000 cheque to the Porch's Director, Jon Fitzpatrick in December 2020.



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## THE WAY WE DO BUSINESS

Infineum is a responsible business. Our 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. Responsibility in our operations supports our commitment to UN Sustainable Development Goals 12 and 13 - Responsible Consumption and Production, and Climate Action, respectively. Our work on Human Health and Wellbeing (SDG3) helps us in making a positive impact within the global and local communities where we operate. Our collaborative approach aligns with UN Sustainable Development Goal 17 - Partnerships for the Goals.

**3** GOOD HEALTH  
AND WELL-BEING



**12** RESPONSIBLE  
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**13** CLIMATE  
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**17** PARTNERSHIPS  
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## Process safety and environmental protection

Infineum Process Safety performance is excellent. We recorded only one “Tier 1” event and three “Tier 2” events in 2019, and two “Tier 1” events and four “Tier 2” events in 2020, according to ANSI-API RP754 Code, the American Petroleum Industry Recommended Practice – Process Safety Performance Indicators for the Refining and Petrochemical Industry.

Our spills performance in 2019, at 5.4t, was the lowest we have ever recorded, and we have lowered the spill reporting level to 20kg since 2018. In 2020, volume spilled rose to 44.4t; all spills have been contained and treated within site with no negative impact on the environment. We report every Authority Notifiable Environmental Incident. The 2019 (two) and 2020 (three) incidents have had very limited impact, resulting in no or limited fines.

### Action on process safety includes:

- Applying rigorous management processes which involve the identification and prevention of the key hazards under the guidance of our Global Process Safety Network.
- Designing facilities according to rigorous standards.
- Selecting and training colleagues and contractors to operate and maintain the facilities safely.
- Careful management of change.
- Thorough investigation and analysis of every incident to extract and share globally any valuable learning.

## Responsible Care Global Charter

To continue improving and solidifying our commitment to HSE, in line with our Global HSE Policy, all our Manufacturing Plants and Business and Technology Centres have become signatories to the Responsible Care Global Charter - the global unifying commitment for the chemical industry to the safe management and handling of chemicals throughout their life cycle.

Responsible Care and strong chemical management have always been an integral part of the way we operate, and is embedded into our own management systems for how we manage HSE. Becoming a signatory allows us to proactively support safe chemical management, influence our business partners, strengthen chemical management systems globally and safeguard our colleagues, the community and the environment.

### How we manage our chemicals safely

The Product Stewardship and Regulatory Compliance Team is responsible for ensuring our products are safe and compliant, enabling them to be commercialised swiftly and profitably. They collaborate closely with other functions to ensure that our current products comply with existing global regulations, and crucially, they play a pivotal role in ensuring our future product pipelines will be compliant with future regulations.

### Action on chemical safety includes:

- Monitoring new and changing regulations and product information, and assessing the impact of legislation changes for Infineum.
- Communicating changes clearly and in a timely fashion to ensure profitable and compliant business continuity.
- Delivering new products to market safely, speedily and smoothly, and promoting new technology to customers ahead of competition.
- Safeguarding colleagues and customers alike by generating critical information necessary to ensure our products can be handled safely and comply with applicable chemical safety laws.

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## Customer engagement

We are committed to delivering our brand to our customers: 'Performance you can rely on'.

We are building robust and meaningful customer relationships while engaging and sharing knowledge on sustainability issues and opportunities with our customers. This ensures we advance our customers' sustainability ambitions as well as our own and are making progress towards SDG 17, Partnership for the Goals.

"For many customers, a clearly stated and appropriately measured commitment to sustainability is rapidly becoming a cornerstone of any relationship with a strategic supplier. We believe this first sustainability report is a key step in meeting an increasingly important customer need"

Bruce Royan,  
Infineum Commercial Director

### Action on customer engagement includes:

- Engaging with core customers to discuss our sustainability targets and how customers can achieve their sustainability goals through product offerings in the marketplace.
- Undertaking Life Cycle Assessments on key Infineum products and sharing the analysis with select customers to help them assess the wider sustainability credentials of their finished goods.
- Agreement on several bespoke collaborative customer programmes with the objective of reducing the carbon footprint of the next generation of products.
- Encouraging an increase in sales of engine oils for stationary gas engines, used specifically for the generation of cleaner energy via the burning of natural gas.

- Localising production where possible, utilising local components, adopting larger blends in our own plants and supporting customers' similar endeavours to maximise plant efficiency and optimising supply chains, all for the purpose of reducing the number of trucks and containers in-transit.
- Educating our customers on market, vehicle, engine and emission trends through our global training events, providing an opportunity for our customers to learn about the sustainability of Infineum product solutions.

## Business ethics

Infineum complies with applicable laws and reporting in jurisdictions where we do business.

In addition, we believe our reputation for scrupulous dealing is a priceless company asset and, in this regard, we choose the course of the highest integrity, even where the law is permissive. Our Code of Conduct includes our Business Ethics Core Policy and encompasses our commitment to operate safely, respect the law, protect the environment, operate ethically and without conflicts of interest, treat each colleague with respect, and to manage in good faith the assets and responsibilities with which we have been entrusted. These are commitments that each colleague makes as part of their decision to work at Infineum.



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### Action on business ethics includes:

- **Strict observance of all laws applicable to our business, including support for the principles of international organisations with respect to efforts to combat bribery and corruption; the expectation to pass up opportunities or advantages that would sacrifice ethical standards; a prohibition on offering, soliciting, accepting or paying any bribe, “facilitation payment”, kickback or other improper payment; the promotion and expectation of similar anti-bribery/corruption standards from our business partners; accurate record keeping; and reporting actual or potential violations of laws, regulations or Infineum’s Code of Conduct.**
- **Comprehensive training for all relevant colleagues and contractors on Infineum’s core policies and associated behaviours. In 2019, Infineum introduced a role-based package of mandatory training on business ethics topics, covering anti-bribery and corruption, international trade / anti-boycott, and anti-trust considerations, complementing our Controls Awareness training for all colleagues and contractors on Infineum’s policies, procedures and systems.**
- **Ensuring guidance and support is available around-the-clock to Infineum colleagues on business ethics.**
- **Reviews of our Management Systems by our internal audit function to ensure Code of Conduct compliance.**
- **Empowering and encouraging colleagues to report potential violations of the law, regulations or Code of Conduct via a variety of channels within the company, including a 24/7 independently provided reporting hotline for colleagues who prefer to raise concerns anonymously and confidentially.**

## Data security

Like all industry sectors, Infineum faces ever increasing cyber threats and meets this challenge with the 2025 Information Security Strategy. This takes a defence-in-depth approach which includes a comprehensive controls framework throughout the IT landscape, focusing on both prevention and detection measures that enable real time response to security incidents. A continuing programme of projects and initiatives ensures that Infineum’s data security remains current with new and emerging threats and our information remains secure in compliance with regulations around the world.



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## Risk and resilience

Infineum's resilience derives in significant part from our ability to adapt to changing work environments through planning, forecasting and mitigation plans. 2020 was a challenging test for Infineum's corporate resilience, as the business navigated the uncertainties, downturns and opportunities driven by the Covid-19 pandemic.

For Infineum, these market shocks confirmed our view that building and sustaining organisational resilience starts with effective risk management. We maintain a rigorous approach to identifying and managing risks, which is embedded into our culture and day-to-day decision-making, management and operations.

### Action on organisational resilience includes:

- Maintaining our Enterprise Risk Management Framework, structured under a 'Lines of Defence' model, to define our risk owners, risk oversight and risk assurance processes. All key business processes are required to undergo regular risk assessments as part of our business continuity plans. Infineum leadership teams provide management oversight of assessments, including the prioritisation of resources to ensure robust mitigation.
- 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 action is taken, and changes are made as required.
- Maintaining quality processes to ensure incidents are escalated to appropriate levels of management for provision of direction and resources, and that actionable steps are taken to improve future management decisions and prevent incident re-occurrence.

## Governance and structure

We ensure that Infineum is and will remain a well-managed and profitable company by upholding good corporate governance. Accountability is stewarded through quality business processes, internal controls, and internal and external audits at all levels across the business enterprise. The Infineum Board of Directors and Corporate Leadership Team oversee major investments, risk management, compliance and controls, sustainability goals and activities, and our safe and profitable long-term plans, all in furtherance of our strategies, goals, values and purpose.

### Action on governance includes:

- Maintaining and stewarding policies and guidelines including:
  - Code of Conduct (including our Core Policies), which incorporates our key legal and policy statements that describes the basic rules, standards and behaviours colleagues are expected to follow when working for and conducting business on behalf of Infineum.
  - General Controls Guidelines which set out principles, concepts, and standards for an effective system of management control.
  - Authority Manuals governing our day-to-day decision-making processes.
- Maintaining our Quality Procedures setting out step-by-step operating procedures necessary to perform quality-critical tasks in each regional organisation or local site.
- Ensuring quality and integrity of our accounting, auditing, internal controls, including via oversight by the Audit Subcommittee of our Board of Directors.

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## Responsible supply chain

Building a responsible supply chain is vital to sustaining a resilient and successful business and being a responsible corporate citizen.

Infineum has strong supply chains in place, based on long-term partnerships supported by a robust integrated management system to ensure that business relationships with third parties from supply of raw materials or goods to transportation and other indirect services are aligned with applicable laws, highest business ethics standards and health, safety and environmental protection, and ultimately with Infineum brand attributes. Our suppliers are a central part of our sustainability strategy and we set the corporate goal to accelerate environmental and social improvements across value chains through sustainability collaborations. Our target is to have more than 80% of relevant spend covered by sustainability assessments by 2025.

### Action on responsible supply chain includes:

- Implementing sustainability practices in the Supply Chain and Procurement areas of the organisation. During 2020 we created our Supplier Code of Conduct, signed onto EcoVadis, trained all Procurement colleagues on sustainability issues and opportunities relevant to their roles and responsibilities and started our first sustainability engagements with key suppliers.
- Working with suppliers to understand end-to-end carbon emissions for products and production processes to feed data into our Life Cycle Assessments. This will act as a basis to drive further collaborations for more sustainable products, energy suppliers and optimised value chain and even new business models.
- Evaluating suppliers by using the independent EcoVadis rating on a broad spread of topics, including environmental management systems, human rights, and sustainable procurement practices. Assessments help us understand risks and opportunities in our supply chain, support supplier action, and ensure our supplier base supports our business and sustainability strategy.
- Various initiatives and activities that endeavour to ensure that our supply chain is free of modern slavery and other human rights abuses (please see the Human Rights section below for more detail).

### Saving CO2 emissions through local sourcing

As part of value creation initiatives that were progressed in 2020 with a key global customer, we moved the sourcing of two critical products from our Manufacturing Plant in Italy to our Manufacturing Plants in Singapore and China to be closer to the customer blending plant in Hong Kong. Working closely with the customer, product relocations and supply chain changes were made that significantly reduced transport distances, which delivered working capital and freight savings, and contributed to a reduction in CO2 emissions of 740 metric tons per year.

Localisations also were made within our Manufacturing Plants and with suppliers. For example, we switched sourcing of certain components that we used in our China blending facilities from locations in the US and Italy to alternate sourcing models with local suppliers, enabling us to reduce mileages, lead times and carbon emissions.

### Transportation Management System

TMS (Transportation Management System) is a platform designed to streamline the shipping process, providing visibility into day to day transportation operations, compliance and documentation, and ensuring timely delivery of freight and goods. TMS is a transformational project within our Global Supply Chain operations and will help Infineum monitor and improve our logistics related carbon footprint, as well as consider carbon emissions in the decision-making processes within our operations.

### Supply Chain Optimisations

Since 2019, we have increased focus on switching to more sustainable forms of transportation, payload optimisations and different supply models to reduce carbon emissions.

A few examples include:

1. Moving from trucks to rail transport in US, with one example eliminating more than 600 truck shipments for a single route.
2. Wider use of intermodal transportation in EMEA versus land transportation and further optimisations by grouping materials or switching to full truck load shipments for higher payloads.
3. Moving to local production for components originally shipped from US to Europe.
4. Eliminating some intermediate storages by direct shipments from suppliers to our plants in Italy and Singapore.



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## Human rights

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 are committed to the prevention and eradication of human trafficking, modern slavery, and all other humanitarian crimes, and believe that such behaviour should not be tolerated in any part of business or supply chain. In this regard, we endeavour to ensure that our company and supply chain adhere to the highest ethical standards, our contractors are treated fairly and respected, and our suppliers conduct themselves similarly. Our Code of Conduct sets out our position on human rights and modern slavery through our Statement on Human Rights and Modern Slavery, with adherence expected from Infineum colleagues and suppliers at all times.**

### Action on human rights includes:

- Incorporating our Statement on Human Rights and Modern Slavery into our Code of Conduct, including our support and respect for the protection of universal human rights and condemnation of human rights abuses of any kind.
- Induction training on the Code of Conduct (including the Statement on Human Rights and Modern Slavery) for all colleagues, which is repeated every three years. All colleagues are reminded annually of their responsibilities under the Code of Conduct and are expected to report to the organisation any violation or suspected violation of the Statement on Human Rights and Modern Slavery of which they become aware.
- Publishing and updating annually, our UK Modern Slavery Act and California Transparency in Supply Chain Statement on the infineum.com website to set out Infineum's condemnation of human trafficking, slavery, and other forms of human rights abuse and to describe various initiatives and activities we undertake to ensure no such issues in our supply chain.
- Clear communication to our suppliers of our expectation that they adopt and maintain a similar approach to human rights and modern slavery, including via our Supplier Quality Assurance Manual for suppliers and annual written reminders to our suppliers.



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## Protecting the Environment

### GHG Emissions

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

Gross Direct (Scope 1) GHG Emissions in Metric Tons of CO<sub>2</sub> equivalent

Carbon sources	2018 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e)	2019 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e)	2020 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e)
Diesel	6,210	5,830	6,530
Electricity: Non-Renewable	12,700	13,100	13,200
LPG	5	6	6
Gasoline	77	126	105
Natural gas	15,700	14,500	14,400
Vehicles: distance travelled	234	239	60
Propane	32	28	28
Refinery fuel gas	1,160	1,130	1,170
Refrigerants (CO <sub>2</sub> only)	22,600	17,700	1,680
Steam	15,600	15,100	15,200
Process emissions	6,120	7,490	5,040
<b>Grand Total</b>	<b>80,400</b>	<b>75,200</b>	<b>57,400</b>

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## GRI 305-2: Energy Indirect (Scope 2) GHG Emissions

Gross Market-based Energy Indirect GHG Emissions in Metric Tons of CO<sub>2</sub>e

Carbon sources	2018 - Gross Market-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)	2019 - Gross Market-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)	2020 - Gross Market-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)
Electricity: Non-Renewable	51,500	50,700	49,500
Electricity: Renewable	-	-	-
Steam	78,900	80,800	75,100
<b>Grand Total</b>	<b>130,000</b>	<b>132,000</b>	<b>125,000</b>

Gross Location-based Energy Indirect (Scope 2) GHG Emissions in Metric Tons of CO<sub>2</sub>e

Carbon sources	2018 - Gross Location-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)	2019 - Gross Location-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)	2020 - Gross Location-based Energy Indirect GHG Emissions (Metric Tons CO <sub>2</sub> e)
Electricity: Non-Renewable	46,700	43,400	41,500
Electricity: Renewable	-	-	49
Steam	78,900	80,800	75,100
<b>Grand Total</b>	<b>126,000</b>	<b>124,000</b>	<b>117,000</b>

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## GRI 305-4: GHG Emissions Intensity

GHG Emissions Intensity Ratio for the Organisation in Metric  
Tons of CO<sub>2</sub>e/ Tons of Production

The Organisation-specific metric (the denominator) chosen to calculate the ratio was tons (t) of production. Scope 1 and 2 GHG emissions have been included in the intensity ratio.

Carbon sources	2018 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e/ Production Tons)	2019 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e/ Production Tons)	2020 - Gross Direct GHG Emissions (Metric Tons CO <sub>2</sub> e/ Production Tons)
Diesel	0.005	0.005	0.006
Electricity: Non-Renewable	0.048	0.047	0.048
LPG	0.000	0.000	0.000
Gasoline	0.000	0.000	0.000
Natural gas	0.013	0.012	0.013
Vehicles: distance travelled	0.000	0.000	0.000
Process emissions	0.005	0.006	0.004
Propane	0.000	0.000	0.000
Refrigerants (CO <sub>2</sub> only)	0.018	0.015	0.001
Steam	0.076	0.080	0.080
Refinery fuel gas	0.001	0.001	0.001
<b>Grand Total</b>	<b>0.166</b>	<b>0.167</b>	<b>0.153</b>

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## Climate & Energy

### GRI 302-1: Total Fuel Consumption within the Organisation from Non-renewable Sources in Gigajoules

Energy sources	2018 - Non-renewable Fuel Consumption (Gigajoules)	2019 - Non-renewable Fuel Consumption (Gigajoules)	2020 - Non-renewable Fuel Consumption (Gigajoules)
Diesel	90,200	124,000	97,700
Electricity: Non-Renewable	680,000	683,000	673,000
LPG	87	104	94
Gasoline	1,190	1,940	1,650
Natural gas	305,000	284,000	282,000
Propane	544	464	461
Steam	1,820,000	1,950,000	1,860,000
Refinery fuel gas	84,200	84,300	84,800
<b>Grand Total</b>	<b>2,980,000</b>	<b>3,130,000</b>	<b>3,000,000</b>

### Total Fuel Consumption within the Organisation from Renewable Sources in Gigajoules

Energy sources	2018 - Renewable Fuel Consumption (Gigajoules)	2019 - Renewable Fuel Consumption (Gigajoules)	2020 - Renewable Fuel Consumption (Gigajoules)
Electricity: Renewable	456	456	12,100
<b>Grand Total</b>	<b>456</b>	<b>456</b>	<b>12,100</b>

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## Electricity Consumption and Steam Consumption in Gigajoules

Energy sources	2018 - Fuel Consumption (Gigajoules)	2019 - Fuel Consumption (Gigajoules)	2020 - Fuel Consumption (Gigajoules)
Electricity consumption	630,000	631,000	630,000
Electricity: Non-Renewable	630,000	631,000	618,000
Electricity: Renewable	456	456	12,100
Steam consumption	1,780,000	1,910,000	1,830,000
Steam	1,780,000	1,910,000	1,830,000
<b>Grand Total</b>	<b>2,410,000</b>	<b>2,540,000</b>	<b>2,460,000</b>

## Electricity Sold and Steam Sold in Gigajoules

Energy sources	2018 - Fuel Sold (Gigajoules)	2019 - Fuel Sold (Gigajoules)	2020 - Fuel Sold (Gigajoules)
Electricity sold	50,100	52,600	54,300
Electricity: Non-Renewable	50,100	52,600	54,300
Steam sold	34,800	33,400	31,000
Steam	34,800	33,400	31,000
<b>Grand Total</b>	<b>84,900</b>	<b>86,000</b>	<b>85,300</b>

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## Total Energy Consumption within the Organisation in Gigajoules

We have used the following sources for conversion factors:

- Calorific values used for Diesel, LPG, Gasoline, Propane etc - [DEFRA](#)
- Steam – using calorific value available online via engineering toolbox website based on the pressure of steam used by sites
- Remaining – general conversions taken primarily from DEFRA

Energy sources	2018 - Energy Consumption (Gigajoules)	2019 - Energy Consumption (Gigajoules)	2020 - Energy Consumption (Gigajoules)
Diesel	90,200	124,000	97,700
Electricity: Non-Renewable	680,000	683,000	673,000
Electricity: Renewable	456	456	12,100
LPG	87	104	94
Gasoline	1,190	1,940	1,650
Natural gas	305,000	284,000	282,000
Propane	544	464	461
Steam	1,820,000	1,950,000	1,860,000
Refinery fuel gas	84,200	84,300	84,800
<b>Grand Total</b>	<b>2,980,000</b>	<b>3,130,000</b>	<b>3,010,000</b>



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## GRI 302-3: Energy Intensity

Energy Intensity Ratio for the Organisation in Gigajoules/ Tons of Production

Energy sources	2018 - Energy Consumption (Gigajoules/ Production Tons)	2019 - Energy Consumption (Gigajoules/ Production Tons)	2020 - Energy Consumption (Gigajoules/ Production Tons)
Diesel	0.06	0.08	0.08
Electricity: Non-Renewable	0.44	0.46	0.53
Electricity: Renewable	0.00	0.00	0.01
Gas: LPG	0.00	0.00	0.00
Gasoline	0.00	0.00	0.00
Natural gas	0.20	0.19	0.22
Propane	0.00	0.00	0.00
Steam	1.18	1.32	1.46
Refinery fuel gas	0.05	0.06	0.07
<b>Grand Total</b>	<b>1.93</b>	<b>2.12</b>	<b>2.36</b>

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## Energy Data Methodology

The organisation-specific metric chosen to calculate the ratio was tons (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 (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>) 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 the following: refinery fuel gas where we use the molecular content of gas and stoichiometry; grid electricity for all countries except UK and USA where we use the International Energy Agency (IEA); and US electricity where we use EPA.

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

We measure GHG emissions based on the operational control criterion and follow the GHG Protocol Corporate Standard.

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 quarterly basis and conducted site visits to all significant emitters in 2019 to ensure accuracy.

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.

## Water

### GRI 303-1: Water Withdrawal by Source

#### Total Volume of Water Withdrawn in Megalitres

Water sources	2018 - Water Used (Megalitres)	2019 - Water Used (Megalitres)	2020 - Water Used (Megalitres)
Groundwater	333	322	293
Municipal supply	1,220	1,270	1,260
Sea	14,100	11,900	10,900
<b>Grand Total</b>	<b>15,700</b>	<b>13,500</b>	<b>12,500</b>

Sea water is used at our Bayway, New Jersey site for cooling and firefighting only. Under normal operating conditions this is safely returned to sea.

## Resource efficiency & waste

### GRI 306-3: Total Weight of Waste Generated in Metric Tons

This data is externally audited.

'Biological treatment' uses natural processes to help with the decomposition of organic substances, to remove them from wastewater for proper disposal.

Waste type and disposal methods	2018 - Waste Generated (Metric Tons)	2019 - Waste Generated (Metric Tons)	2020 - Waste Generated (Metric Tons)
Liquid Hazardous	9,460	9,680	10,100
Biological treatment	873	598	223
Incineration with energy recovery	7,260	6,810	7,800
Incineration without energy recovery	710	1,620	1,790
Landfill	-	75	43
Recycling	618	483	173
Reuse	-	91	83
Water Treatment	-	-	6
Liquid Non-hazardous	2,020	3,200	4,500
Incineration with energy recovery	0	1,550	1,460
Incineration without energy recovery	43	47	188
Landfill	-	-	1,220
Recycling	38	0	0
Reuse	-	-	-
Water Treatment	1,940	1,600	1,630

## Resource efficiency & waste

### GRI 306-3: Total Weight of Waste Generated in Metric Tons (continued)

This data is externally audited.

'Biological treatment' uses natural processes to help with the decomposition of organic substances, to remove them from wastewater for proper disposal.

Waste type and disposal methods	2018 - Waste Generated (Metric Tons)	2019 - Waste Generated (Metric Tons)	2020 - Waste Generated (Metric Tons)
Solid Hazardous	3,310	3,090	3,010
Biological treatment	156	13	-
Incineration with energy recovery	2,160	2,480	2,060
Incineration without energy recovery	169	335	130
Landfill	612	69	655
Recycling	208	191	164
Reuse	-	2	-
Solid Non-hazardous	3,790	4,020	3,750
Biological treatment	0	542	232
Incineration with energy recovery	722	605	425
Incineration without energy recovery	172	200	0
Landfill	2,460	2,260	2,810
Recycling	439	417	279
Reuse	-	-	-
<b>Grand Total</b>	<b>18,600</b>	<b>20,000</b>	<b>21,400</b>

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CREATING A  
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PROTECTING THE  
ENVIRONMENT

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# INDEPENDENT LIMITED ASSURANCE STATEMENT

## To: The Stakeholders of Infineum International Limited

### Introduction and Objectives of Work

Apex Companies, LLC (Apex) has been engaged by Infineum International Limited (Infineum) to provide limited assurance of its greenhouse gas (GHG) emissions data, water withdrawal, and waste data (Subject Matter). This assurance statement applies to the Subject Matter included within the scope of work described below.

The Subject Matter are the sole responsibility of the management of Infineum. Apex's sole responsibility was to provide independent assurance on the accuracy of the Subject Matter.

### Scope of Work

The scope of our work was limited to assurance over the GHG emissions, water withdrawals, and solid waste data for the period January 1, 2020 to December 31, 2020.

### Reporting Boundaries

The following are the boundaries used by Infineum for reporting sustainability data:

- Operational Control
- Worldwide

### GHG Emissions Statement:

- Scope 1: 57,400 Metric Tons of CO<sub>2</sub> equivalent
- Scope 2 (Location-Based): 117,000 Metric Tons of CO<sub>2</sub> equivalent
- Scope 2 (Market-Based): 125,000 Metric Tons of CO<sub>2</sub> equivalent

### Water Withdrawals:

- Global Water Withdrawals: 12,500 Megaliters

### Waste Generated:

Total Waste Generated: 21,400 Metric Tons

- Solid Waste Generated: 6,800 Metric Tons
- Liquid Waste Generated: 14,600 Metric Tons

Total Waste Recycled: 616 Metric Tons

- Solid Waste Recycled: 443 Metric Tons
- Liquid Waste Recycled: 173 Metric Tons

Data and information supporting GHG emissions, water withdrawals and waste data were historical in nature and in some cases estimated.

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## Criteria against which verification was conducted:

- World Resources Institute (WRI)/ World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2 GHG emissions)
- Infineum's 2020 Annual Water and Waste Reporting Methodology

## Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of  $\pm 5\%$  for aggregate errors in sampled data for each of the above indicators.

## Limitations and Exclusions:

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period.

This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

## Responsibilities

This preparation and presentation of the Subject Matter are the sole responsibility of the management of Infineum.

Apex's responsibilities were to:

- Obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the stakeholders of Infineum.

## Assessment Standards

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements
- We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of  $\pm 5\%$  percent was set for the assurance process.

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## Summary of Work Performed

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of Infineum's consultant;
3. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by Infineum;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation;
6. Reviewing Infineum's systems for quantitative data aggregation and analysis.

## Conclusion

- On the basis of our methodology and the activities described above:
- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and
- It is our opinion that Infineum has established appropriate systems for the collection, aggregation and analysis of quantitative data.

## Statement of Independence, Integrity and Competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Infineum, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

## Attestation:



John Rohde, Lead Verifier  
National Practice Lead  
Apex Companies, LLC  
Lakewood, Colorado

March 17, 2021



Trevor Donaghu, Technical Reviewer  
Sustainability Program Manager  
Apex Companies, LLC  
Pleasant Hill, California