



Chemistry Differently



CSR Report

2024

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CHAIRMAN'S MESSAGE

With over 55 years of experience in the field of chemical formulation and synthesis

ORRION CHEMICALS ORGAFORM aims to be a leader in each of its activities. While strengthening our foundations, which are the safety of our operations, the quality of our products, and excellent customer service, we are investing in the development of new products to maintain competitiveness, support our customers' growth, and reduce the environmental footprint of our products and services. The development of circular economy and green chemistry are the 2 pillars of the company's strategy.

We have available space and capacities and aim to further develop contract manufacturing by forming **partnerships with industrial companies** that do not have such capacities and are seeking a reliable alternative to investment.

Certified ISO 14001 and a signatory to the Responsible Care* commitment since the company's inception, the **Corporate Social Responsibility** (CSR) approach fully aligns with the company's values.

Finally, we are positioning ourselves in the **industry of the future** and continue to invest to maintain a high level of performance and service, which are the strengths of the **French Industry**, the « French Fab ».

Christian SIEST
Chairman
ORRION CHEMICALS

PRESENTATION OF THE SEMOY SITE

Key Figures and Facts at a Glance

Establishment	The site was founded in 1967 and has changed operators several times (Morton in 1990, Rohm and Haas in 1999, Dow in 2009, Orrion Chemicals in 2010).
Investments	€8 million over the period 2022-2027
R&D	€450,000 annually - 3.0% of revenue
Total Area	4,4 ha
Workforce (enf of 2023)	49 employees on site at the Orrion Group level, of which 47 are for Orrion Chemicals Orgaform, excluding executives.

Production

The Semoy site specializes in the formulation of high-value-added products. It has expertise in implementing specific formulation and synthesis technologies in fine chemistry (high viscosity dispersion, grinding, emulsions, crystallization, polymerization, esterification, glycolysis, aminolysis). The world's first chemical recycling unit for polyurethane foam from used mattresses is operational since 2021, positioning the site as a player in circular economy.

Quality

ISO 9001:2015 and IATF 16949 (Automotive Industry) certifications.

Applies cGMP (current Good Manufacturing Practices - food) for production lines related to the manufacturing of food-contact products.

Safety, Health, and Environment

Seveso site, lower tier.

ISO 14001:2015 certification.

Key Executives of Orrion Chemicals Orgaform

President	Christian Siest
General manager	Christian Touzin
Quality, Environment, Health, Safety, CSR Manager	Thomas Le Couriaut

Contact information

ORRION CHEMICALS ORGAFORM

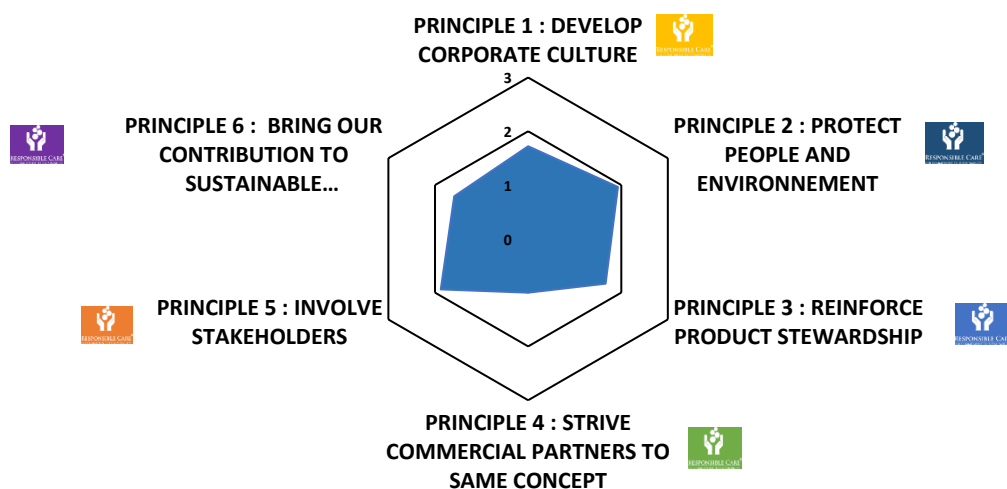
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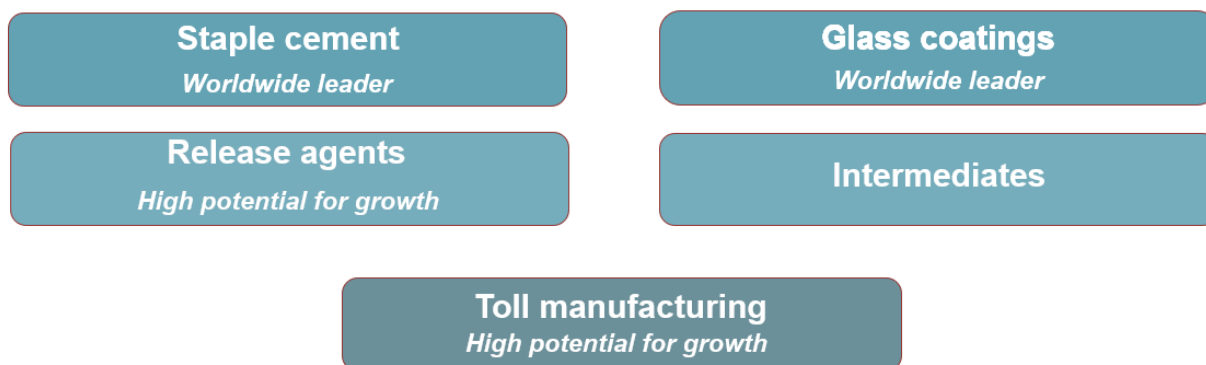
www.oc-orgaform.com

This report is based on the Responsible Care[®] framework.



OUR PRODUCTS

The activity of Orrion Chemicals Orgaform is divided into 5 strategic businesses:



OUR COMMITMENTS



Signatory of the Responsible Care initiative



Signatory of the French Business Climate pledge



Member of the French Fab



Pioneer of the "Coq vert" community



Orrion Chemicals Orgaform is also certified to IATF 16949, ISO 9001 et ISO 14001 standards



OUR VALUES



The company's values encompass all the principles (moral, societal, ethical, marketing) that guide the operation of the company as well as the behavior of each of the men and women who make it up daily.

These 5 values are the principles on which the company relies to develop and make its strategic decisions.

- ✓ **Team Spirit** for collective success
- ✓ **Excellence** as a vector of progression
- ✓ **Shared Ambition** to ensure long-term success of the Company
- ✓ **A Positive Working Atmosphere** contributes to the fulfillment and performance of everyone
- ✓ **Questioning** at all Levels of the Company ensures its perpetual evolution



Protecting People

Safety is a core value for the site; OCO places great importance on protecting its staff as well as nearby populations.

On our site, classified as SEVESO III – lower tier, prevention and rapid intervention are the two main axes of our safety strategy. Prevention naturally involves studying various risks: risks associated with the use of hazardous products, implementation of chemical reactions, potential accidents, safety of installations and handling, natural events, etc.

Consistently, OCO ensures that the facilities are designed, implemented, and operated with the aim of avoiding any accidents. OCO continuously monitors the proper functioning of the various production units and their compliance with current regulations.

Regular training and safety drills are conducted to ensure swift intervention while awaiting external emergency support.



Employee Training

Employee training is important for OCO: more than 500 hours of training were provided in 2024 for all employees (an average of 10 hours per employee per year). OCO has chosen to conduct a large number of training sessions internally (related to safety, products, job positions, etc.). These internal training sessions complement the external training program.

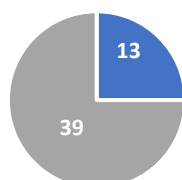
100% of OCO employees are trained in fire extinguisher handling, chemical risk, and the risk of handling flammable products (ATEX directive).

Workplace safety

OCO has implemented a prevention program aimed at ensuring a safe and healthy working environment for our employees and subcontractors. The goal is to prevent accidents, injuries, and occupational illnesses.

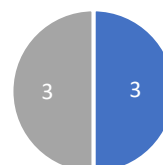
Promotion of Gender Equality within OCO

Gender Representation



■ Female employees ■ Male employees

Gender Representation
Executive Committee



■ Female employees ■ Male employees

Protecting the Environment



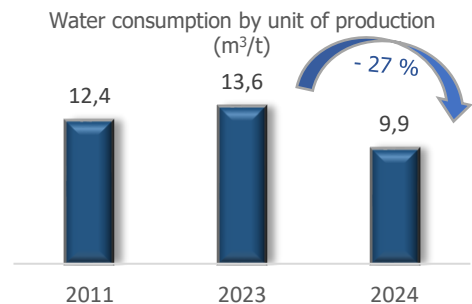
The site has been **ISO 14001 v2015** certified for over 15 years. Since its inception, Orrion Chemicals Orgaform has been committed to maintaining this certification, demonstrating its dedication to environmental protection.

OCO pursues a proactive policy for environmental conservation and reducing its ecological footprint:

Water Resources

OCO has reduced its consumption of water by 27% between 2023 and 2024, and by almost 20% since 2011.

Groundwater is regularly analyzed to ensure its quality. To minimize environmental risks, rainwater is collected on-site and controlled before being discharged into the natural environment.



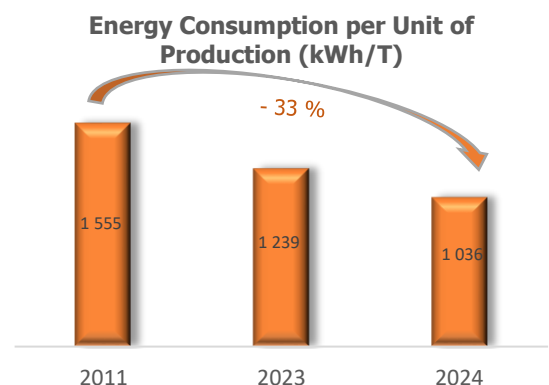
An investment of over €3 million was initiated in 2023 to reduce groundwater consumption by 90% by 2027, resulting in savings of 50,000 m³ per year. This installation of three closed-loop cooling water networks (30 °C, 10 °C, and -5 °C) has been made in 2024. Existing production equipment will be connected to these networks in replacement of the current semi-open system.

OCO is working with the French authorities (DREAL) in order to quantify the presence of PFAs in underground water as well as rain water, and identify potential sources.

Energy Resources

Orrion Chemicals Orgaform has been working on rationalizing the use of energy resources and reducing its carbon footprint for many years with ambitious projects, including:

- **Development of renewable energies** with the installation of photovoltaic panels, allowing us to produce 3% of our electricity consumption
- **Program for replacing existing lighting** with LED lighting (final phase in 2024)
- **Program for replacing traditional sectional doors** with rapid closing doors.
- **Program for the implementation of ISO 50001 certification**



In 2024, these projects resulted in a 16% decrease in energy consumption per ton produced compared to 2023 and 33% decrease compared to 2011. It's worth noting that the energy consumed for this activity is primarily electrical energy, with very low carbon footprint in France.

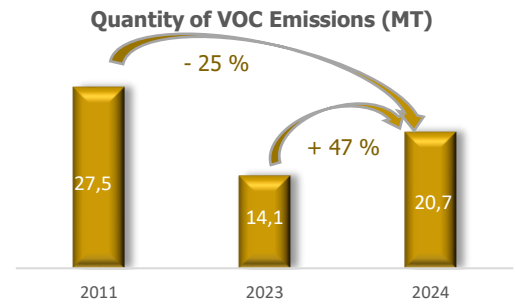
Atmospheric Emissions

In 2024, there has been an increase of VOC emissions compared to 2023, mainly linked to the increase of solvent based products produced.

Globally, OCO significantly reduced its overall VOC emissions by 25% compared to 2011. Despite the increase of volume produced.

Regular atmospheric emissions monitoring (twice a year) is conducted to ensure compliance with regulation.

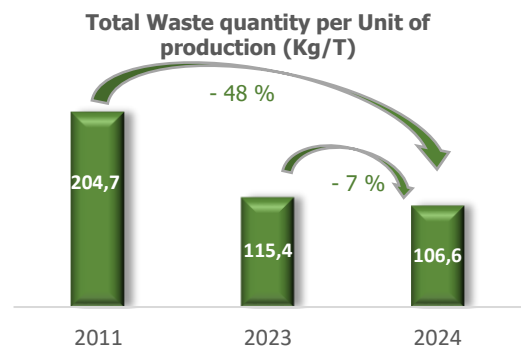
A study of our global VOC emissions with continuous measurements is planned for 2025.



Waste

Since 2023, OCO established 50 waste sorting channels with its new partners, allowing for maximum valorization of waste.

As a result, OCO reduced the quantity of general waste generated by 48% compared to 2011.



Noise

OCO regularly measures the noise generated by the installation at the property boundary and ensures that it remains below regulatory thresholds.

Soil

OCO systematically analyzes soil during excavation work to ensure soil quality.

Biodiversity

OCO has partnered with a local beekeeper and installed beehives on site. The bees thrive on our site: from 2 hives installed in 2016, the multiplication of swarms has led to up to 9 hives by 2022. Unfortunately, attacks on the hives by Asian hornets, an unusually dry winter in 2023 and old swarms resulted in the loss of 7 hives.

Green space maintenance tends to be done in a sustainable manner, aiming to move towards zero pesticide use.



OUR STAKEHOLDERS

Participation et engagement

OCO is committed to engaging with local institutions by hosting students, local officials, and companies.

OCO also participates in local working groups, professional organizations, university training programs...

OCO invests in community involvement by sponsoring sports clubs to recognize employees' engagement in activities outside of work.

OCO is also a partner of the Loiret Paratennis Open.

OUR CONTRIBUTION TO SUSTAINABILITY



RENUVA™ Program

The RENUVA™ program is a circular economy initiative in partnership with our customer DOW and the eco-organization Ecomaison: the chemical recycling of polyurethane foam from used mattresses to return to the main raw material, polyol, which can be used in the production of new foam blocks used in mattresses manufacturing. The polyols derived from the unit have a reduced carbon footprint by 54% compared to polyols derived from petroleum. This program aligns perfectly with OCO's sustainable development strategy as one of the stakeholders in this value chain, as described in the diagram below.



Green Chemistry Industrial Demonstrator Project

This project has been realized in partnership with the startup Surfactgreen and represents an investment of over €4 million. It enables the production of cationic surfactants based on beetroot derivatives, primarily for the cosmetics market. The unit has been started during last quarter 2024.

Research and Development



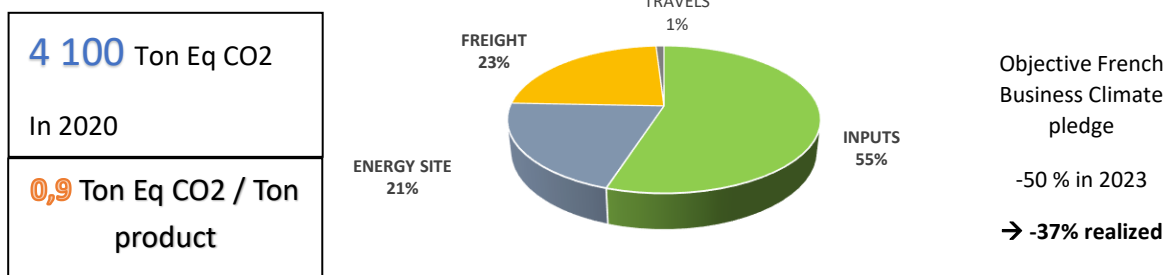
Innovation is a key driver of OCO's growth, with 8% of investments allocated to Research and Development, and 10% of OCO's workforce dedicated to R&D activities.

OCO directs its innovation efforts towards products that address environmental challenges by developing an eco-friendly and innovative range of water-based demolding agents for polyurethane foam.

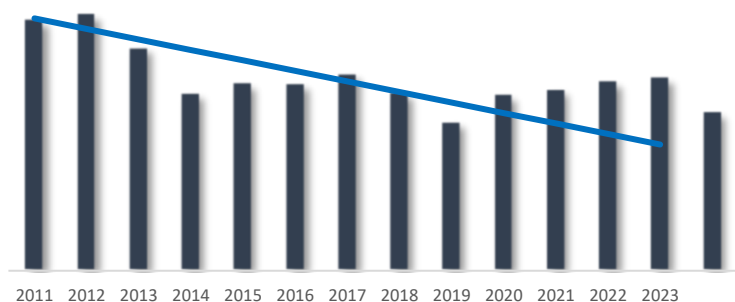
OCO supports and provides resources for the development of innovative startups.

Carbon Footprint Assessment

OCO has conducted an initial carbon footprint assessment according to scopes 1, 2, and 3, providing estimates of the company's greenhouse gas emissions impact.



Ratio CO₂ / Production (kg/T)



OCO is proceeding to an update of the calculation based on 2024 figures.

CSR OBJECTIVES

Stakeholders

-  Develop our communication through the website and professional social network
-  Develop partnerships with startups
-  Maintain transparent communication with government agencies

Social

-  Promote a safety culture of interdependency
-  The « Quality of life at work » working group implements concrete actions to improve the quality of life at work

Product Management

-  Develop water-based products to replace solvents

Environment

-  Anticipate regulatory changes by implementing best practices
-  Rationalize our consumption (energy, water)
-  Conduct a decarbonization study of site activities
-  Implement a closed-loop cooling water management project
-  Update of our Carbon footprint