

# CSR CHARTER



## Advanced Sustainable Chemistry – “Science for Good”

At Calyxia, we create value for all stakeholders and deliver our ESG impact through the success of our business model. We care for our employees, our society, and our planet. The leadership team at Calyxia is steadfastly dedicated to upholding and embodying our principles of Corporate Social Responsibility consistently and universally, in every action and at every location.

Our 3 key drivers are:

### CREATE A SAFE WORKPLACE AND A POSITIVE CULTURE TO ATTRACT AND GROW OUR DIVERSE TALENTS

Developing and retaining talent	Nurturing diversity	Guaranteeing safe and fulfilling working conditions
<ul style="list-style-type: none"> <li>Behavior combining Respect &amp; Kindness, with Professionalism, Business Excellence and Perseverance</li> <li>Individual performance measured with SMART* objectives for all employees reviewed at least twice a year</li> <li>Feedback culture including 360° surveys</li> <li>Personalized Skills development program</li> <li>Broad equity participation (BSPCE)</li> </ul> <p><small>*Specific, Measurable, Achievable, Realistic, Timely</small></p>	<ul style="list-style-type: none"> <li>Maintain gender balance at all levels including operational management</li> <li>Equal opportunities for each from recruitment to promotions and at all levels</li> <li>Drafting of a policy on diversity, equity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Safety culture with tight processes and rituals in place (incident reporting, safety objectives for each, behavior-based safety visit, 5S program)</li> <li>Rigorous chemical product stewardship (MSDS, inventories, uses, risk assessments)</li> <li>Process safety management at every step</li> <li>Healthy, high-quality social dialogue with social partners (CSE)</li> <li>Collegial approach to workplace design</li> <li>Foster a physiologically healthy work environment with a prevention psycho-social risks (RPS) program</li> </ul>

### BUILD AN ADVANCED AND SUSTAINABLE FUTURE FOR INDUSTRY

Innovating into sustainable solutions & eco-designed processes	Continuous reduction of our environmental footprint	Acting and being recognized as a citizen enterprise
<ul style="list-style-type: none"> <li>Biodegradable &amp; high-performance solutions that prevent microplastic pollution and protect biodiversity</li> <li>Eco-design and Resources sobriety (water, energy, waste) as guiding principles to our innovation process</li> <li>Priority is given to the use of Natural &amp; bio-sourced raw materials.</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of water and energy consumption</li> <li>Industrial waste policy based on the 3 R (reduce, reuse, recycle)</li> <li>Eco-gestures for employees: waste sorting, electricity use, responsible digital practices</li> <li>Green, safe, and efficient supply chain with upstream partners: upstream co-development, Supplier Code of Conduct</li> <li>Climate change considerations included in the design of our major industrial site in Limeil-Brevannes</li> </ul>	<ul style="list-style-type: none"> <li>Ethical business rules along the value chain (supplier &amp; customer) ruled by our code of conduct</li> <li>Contributions to the relevant industrial communities (incl. professional federations) and territorial communities</li> <li>Support for education and research through the hiring of interns, apprentices, and student</li> <li>Tailored sponsorship initiatives</li> </ul>

### CREATE VALUE FOR SHAREHOLDERS, CLIENTS, AND PARTNERS

Fostering customer orientation	Targeting profitable growth, constantly improving performance	Ensuring security, reliability, protection of asset and data
<ul style="list-style-type: none"> <li>Spirit of partnership, co-development, and open innovation with our clients</li> <li>Customer experience mindset: customer journey mapping, total cost-of-ownership and value analysis</li> <li>Quality and Service Excellence</li> <li>Operational and technical Agility to fit new demands</li> </ul>	<ul style="list-style-type: none"> <li>Responsible &amp; ethical governance reflected in a VMVO (Vision, Mission, Value, Objectives)</li> <li>Financial stewardship with close monitoring of budgets and accountability</li> <li>Operational excellence and continuous improvement (KPIs)</li> </ul>	<ul style="list-style-type: none"> <li>Cybersecurity as a foundation for our digital tools and assets (IT charter)</li> <li>Enforcement of strict confidentiality rules in particular for our trade secrets and customer information</li> <li>Confidentiality training</li> <li>Security policy (in progress)</li> </ul>

The leadership Team of Calyxia pledges to apply these principles, and to embark each employee behind them.

10.01.24  
SIGNATURES OF THE COMEX

