

SUSTAINABILITY METRICS 2025

ENVALIOR
CARES

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SUSTAINABILITY METRICS

The following table provides an overview of Envalior's sustainability-related metrics. You can find detailed information in the relevant chapters of the Sustainability Report. The majority of our environmental data has been assured by a third party.

		2025	2024
General			
Revenue	in billion €	2.7	2.8
Executive Leadership Team (ELT) members	HC	10	10
Supervisory Board members	HC	5	— ¹
Women in ELT	in %	30	30
Sites certified according to 9001	in %	100	100
Sites certified according to 14001	in %	94	87
Sites certified according to 50001	in %	11	— ¹
Sites certified according to 45001	in %	6	6
Sites holding a ISCC Plus certificate	in %	83	— ¹
Environment			
Climate Change			
Scope 1 ●	in t CO ₂ e	261,201	242,064
Scope 1 from EU ETS ●	in %	45	— ¹
Scope 2 (location-based) ●	in t CO ₂ e	220,679	202,448
Scope 2 (market-based) ●	in t CO ₂ e	115,313	138,635
Total Scope 1 and 2 (market-based) ●	in t CO ₂ e	375,925	380,699

¹ Not reported in 2024.

HC = Headcount

● Externally audited data points (in accordance with or in reference to recognized assurance standards).

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		2025	2024
Total Scope 3 ●	in t CO ₂ e	6,276,977	5,912,786
Scope 3.1 (purchased goods and services) ●	in t CO ₂ e	4,417,696	4,226,815
Scope 3.2 (capital goods) ●	in t CO ₂ e	12,187	9,774
Scope 3.3 (fuel- and energy-related upstream emissions) ●	in t CO ₂ e	58,342	37,773
Scope 3.4 (upstream transportation and distribution) ●	in t CO ₂ e	73,253	29,986
Scope 3.5 (waste generated in operations) ●	in t CO ₂ e	9,315	11,661
Scope 3.6 (business travel) ●	in t CO ₂ e	1,292	929
Scope 3.7 (employee commuting) ●	in t CO ₂ e	7,864	3,589
Scope 3.8 (upstream leased assets) ●	in t CO ₂ e	3,179	3,450
Scope 3.9 (downstream transportation and distribution) ●	in t CO ₂ e	118,678	138,851
Scope 3.11 (use of sold products) ●	in t CO ₂ e	911,444	786,966
Scope 3.12 (end-of-life treatment of sold products) ●	in t CO ₂ e	663,728	662,992
Total Scope 1, 2 and 3 ●	in t CO ₂ e	6,653,491	6,293,485
Energy			
Energy consumption from fossil sources ●	in MWh	1,015,066	1,094,725 ²
Fuel consumption from coal and coal products ●	in MWh	0	0
Fuel consumption from crude oil and petroleum products ●	in MWh	7,259	7,928
Fuel consumption from natural gas ●	in MWh	368,316	497,168

		2025	2024
Fuel consumption from other fossil sources ●	in MWh	276,835	234,082
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil in MWh sources ●	in MWh	362,655	355,547 ²
Energy consumption from nuclear sources ●	in MWh	93,780	81,227 ²
Energy consumption from renewable sources ●	in MWh	378,864	327,568
Total energy production ●	in MWh	13,215	16,688
Non-renewable energy production ●	in MWh	13,167	16,632
Renewable energy production ●	in MWh	49	57
Total energy consumption ●	in MWh	1,487,709	1,503,520 ²
Pollution of air			
NO _x ●	in t	474	— ¹
SO ₂ ●	in t	178	— ¹
Total weight of air pollutants	in t	652	673
Hydrochlorofluorocarbons (HCFCs) ●	in kg	34	— ¹
Microplastic metrics			
European sites passing OCS audit ●	count	6 / 6	— ¹
Amounts of primary microplastics manufactured or used in products ●	in t	602,903	— ¹

¹ Not reported in 2024.

² The comparative figure for 2024 has been adjusted to reflect updated data. This may also include methodological adjustments.

● Externally audited data points (in accordance with or in reference to recognized assurance standards).

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	2025	2024	
Pollution of water			
Chemical Oxygen Demand (COD) ●	in t	2335	1402
Total nitrogen ●	in t	360	143
Arsenic (as As) ●	in kg	8	— ¹
Water metrics			
Total water consumption ●	in 1,000 m ³	2,226	1,764
Total water withdrawal ●	in 1,000 m ³	112,659	— ¹
Total water discharge ●	in 1,000 m ³	110,433	— ¹
Total water consumption in areas with water stress ●	in 1,000 m ³	48	46 ²
Total water recycled and reused ●	in 1,000 m ³	171,014	130,718
Number of sites with water intensity below 1m ³ /t ●	count	14	— ¹
Resource inflow by key materials category			
Base chemicals	in %	17	— ¹
Monomers	in %	17	— ¹
Polymers	in %	50	— ¹
Additives	in %	16	— ¹
Packaging	in %	0.5	— ¹
Total resource inflow	in t	1,084.368	— ¹

	2025	2024		
Waste generation and treatment				
Total waste generated ●	in t	33,513	33,205	
	Non-hazardous waste	Hazardous waste		
Diverted from disposal ●	in %	81.7	8.0	88
Recycling ●	in %	56.4	0.8	— ¹
Reuse ●	in %	0.5	0	— ¹
Incineration with heat recovery ●	in %	21.2	6.9	— ¹
Other recovery operations ●	in %	3.6	0.3	— ¹
Directed to disposal ●	in %	4.2	6.2	12
Incineration without heat recovery ●	in %	1.0	1.8	— ¹
Landfill ●	in %	3.0	0.4	— ¹
Other disposal operations ●	in %	0.0	4.0	— ¹
Disposal operations unknown ●	in %	0.2	0.0	— ¹
Total waste generated ●	in %	85.8	14.2	—¹

¹ Not reported in 2024.

² The baseline for establishing 2024 values has changed.

● Externally audited data points (in accordance with or in reference to recognized assurance standards).

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		2025	2024
Social			
Own Workforce			
Employees total	HC	4,258	4,427
Female employees	HC	779	811
Male employees	HC	3,477	3,612
Other/not specified employees total	HC	2	4
Permanent employees total	HC	4,002	4,188
Permanent, female employees	HC	718	759
Permanent, male employees	HC	3,283	3,427
Permanent, other/not specified employees	HC	1	2
Temporary employees total	HC	255	239
Temporary, female employees	HC	61	52
Temporary, male employees	HC	194	185
Temporary, other/not specified employees	HC	1	2
Number of employees who have left the undertaking	HC	265	228
Employee turnover rate	in %	6.6	6
Employees in Germany	HC	721	720
Employees in the Netherlands	HC	736	721

		2025	2024
Employees in Belgium	HC	928	1,000
Employees in Greater China	HC	801	782
Employees in Japan	HC	53	49
Employees in India	HC	284	272
Employees in United States of America	HC	254	254
Employees in Brazil	HC	72	68
Collective bargaining and social dialogue			
Collective bargaining coverage of employees in Belgium	in %	80–100	80–100
Collective bargaining coverage of employees in Germany	in %	60–79	60–79
Collective bargaining coverage of employees in the Netherlands	in %	80–100	80–100
Collective bargaining coverage of employees in Japan	in %	0–19	0–19
Collective bargaining coverage of employees in India	in %	20–39	20–39
Collective bargaining coverage of employees in the United States of America	in %	20–39	20–39
Collective bargaining coverage of employees in Brazil	in %	40–59	40–59
Collective bargaining coverage of employees in Greater China	in %	60–79	60–79

HC = Headcount

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		2025	2024
Social dialogue coverage of employees in Belgium	in %	80–100	80–100
Social dialogue coverage of employees in Germany	in %	80–100	80–100
Social dialogue coverage of employees in the Netherlands	in %	80–100	80–100
Diversity			
Women within the Executive Leadership Team (ELT)	in %	30	30
Women in top executive positions	in %	20	20
Women employed in relation to the organization	in %	18	18
Employees under 30 years old	in %	10	11
Employees between 30 and 50 years old	in %	58	56
Employees over 50 years old	in %	32	33
Health and safety & process safety			
Number of fatalities as a result of recordable work-related accidents – Total	No.	0	0
Number of fatalities as a result of recordable work-related accidents – Employees	No.	0	0
Number of fatalities as a result of recordable work-related accidents – Contractors	No.	0	0
Number of recordable work-related accidents – Total	No.	16	33
Number of recordable work-related accidents – Employees	No.	15	24

		2025	2024
Number of recordable work-related accidents – Contractors	No.	1	9
Rate of recordable work-related accidents – Total	per 100 FTEs ²	0.37	0.76
Rate of recordable work-related accidents – Employees	per 100 FTEs ²	0.38	0.6
Rate of recordable work-related accidents – Contractors	per 100 FTEs ²	0.17	— ¹
Lost calendar days related to recordable work-related accidents – Total	No.	336	626
Lost calendar days related to recordable work-related accidents – Employees	No.	336	557
Lost calendar days related to recordable work-related accidents – Contractors	No.	0	69
Number of fatalities resulting from recordable work-related ill health	No.	0	0
Number of recordable work-related ill health	No.	0	0
Lost calendar days related to recordable work-related ill health	No.	0	0
Number of category 1 and category 2 process-safety incidents	count	12	— ¹
Rate of process-safety incidents	in %	0.26	— ¹

¹ Not reported in 2024.

² Per 100 full-time equivalents (FTEs), equivalent to 200,000 working hours.

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		2025	2024
Remuneration			
Remuneration ratio ²	ratio ²	27.03	— ¹
Unadjusted mean gender pay gap ³	in %	−10.08	— ¹
Governance			
Corruption and bribery			
Employees who have formally acknowledged the Envalior Code of Business Conduct ⁴	in %	96	— ¹
Number of convictions for violation of Anti-Corruption and Anti-Bribery laws	No.	0	0
Total amount of fines for violation of Anti-Corruption and Anti-Bribery laws	€	0	0
Number of confirmed corruption incidents	No.	0	0
Number of confirmed information security incidents	No.	0	0
Employees trained on business ethics topics	in %	91	— ¹
Functions at risk covered by training programs	in %	90	100

		2025	2024
Human Rights			
Number of incidents of discrimination at work on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination, including harassment	No.	0	0
Number of human rights incidents connected to its own workforce (excluding discrimination)	No.	0	— ¹
Total amount of fines, penalties, and compensation for damages	in €	0	0
Operational sites assessed for human rights impact or risks	in %	57	— ¹
Sustainable Procurement			
Relevant suppliers that have undergone an on-site sustainability audit	in %	90	97
Audited or assessed suppliers ⁵ engaged in corrective action or capacity building	in %	100	100
Suppliers ⁶ who have signed the Supplier Code of Conduct	in %	65	21
Relevant suppliers that have undergone a sustainability assessment	in %	36	69

¹ Not reported in 2024.

² Highest-paid individual ÷ median employee remuneration (excluding the highest-paid individual)

³ (Average male pay − average female pay) ÷ average male pay

⁴ Acknowledgment of the Code of Business Conduct is renewed every two years. Therefore, the number here refers to 2024 and 2025.

⁵ All suppliers requiring corrective action following audit results

⁶ Approved direct suppliers with active business.