



KEM ONE

CSR REPORT 2025





KEM ONE

Kem One is a leading company in the French chemical industry specialized in salt extraction and the manufacture of chlorine, caustic soda, polyvinyl chloride (PVC) and chlorine derivatives.

95%

of production carried out at our industrial sites in France

1,512

employees in total over all our sites in 2024

No. 1

French producer of low-carbon hydrogen

KEM ONE SITES

- PVC
- Head office
- Salt extraction
- Chlorochemicals



CERTIFICATIONS

ISO 9001, 14001, 45001, 50001 and ISCC+ for all sites

OUR PURPOSE

Offer essential, sustainable products based on salt chemistry while preserving resources and the climate a little more each day. We deploy our technical skills and energy performance to the benefit of our customers, and innovate to meet the challenges of **efficient, sustainable industrial development**.



Ecovadis platinum award in August 2024 for the assessment of Kem One's CSR performance (top 1% of the best companies assessed out of 125,000 companies assessed)

TO WATCH THE FILM "VISION 2045" ABOUT OUR COMMITMENTS, SCAN THE QR CODE OPPOSITE OR USE THIS LINK



Laurent Lenoir
Kem One
Chairman



Against a backdrop of profound transformation in European industry, marked by the climate emergency and the need to strengthen our industrial sovereignty, Kem One is fully committed to economic performance that is compatible with environmental sustainability and social responsibility.

Achieving carbon neutrality by 2050 is the main objective of the European Green Deal. The Clean Industrial Act and the Antwerp Pact reaffirm that this ambition requires strong, competitive industry supported by public policies at national and European level. These guidelines define our framework for action. Our CSR 2030 strategy, drawn up with over 200 stakeholders, sets an ambitious course and is accompanied by concrete commitments, particularly in terms of reducing our carbon footprint and preserving resources.

At Kem One, we believe that industry can be a force for positive transformation. Thanks to the dedication of our teams, innovation and a strong local presence, we aim to make an active contribution to building a more sustainable, more competitive vinyl industry, fully aligned with Europe's major priorities.

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Promoting a safe and caring workplace for our employees and partners



KEM ONE IS COMMITTED TO BUILDING, DAY AFTER DAY, A SUSTAINABLE SAFETY CULTURE TO PROTECT ITS EMPLOYEES AND PARTNERS

2030 targets

PERSONAL SAFETY:

Accident Frequency Rate (AFR)
number of accidents/1,000,000 hours
worked over one year < 1

PROCESS SAFETY:

0 major accidents

ON JUNE 17 AND 19, 2025, SAFETY DAYS WERE HELD AT ALL GROUP SITES

These mandatory awareness-raising days are designed to remind employees of the rules and regulations governing safe working practices (personal protective equipment, warning procedures, work permits, gestures and postures, etc.). Over 950 people took part in this safety campaign, including employees from external partner companies working on our sites. Zero-tolerance rules were presented during the day regarding activities that could endanger the lives of those involved.



PROCESS SAFETY

is our priority at Kem One. Several sites have stepped up their efforts: risk analyses have been updated to target major risks and implement concrete action to deal with them in line with the process safety commitment.

GOOD PRACTICE

Since 2024, several of our sites have introduced a "safety thermometer". This statistical tool provides an objective rating of the safety performance of external partner companies and site employees so that we can reinforce day-to-day safety in a preventive way through a regular presence and observations on the ground. These inspections are not only an opportunity to raise awareness and detect risky behavior but also to promote good behavior and reflexes, and supplement the 4,500 managerial safety tours carried out in 2024.

Personal safety

3.1

AFR in 2024
(as compared to
5.3 in 2023)

Process safety: 1.5

Loss of Containment Frequency
Rate (LCFR)/200,000 hours
worked in 2024
(as compared to 2 in 2023)

13 recordable injuries
in 2024 (18 in 2023)

0 SIF (serious injury and fatality)

7 PSIF (potential serious injury
and fatality) in 2024



KEM ONE WORKS TO IMPROVE DIVERSITY, EQUITY AND INCLUSION

2030 targets

PROFESSIONAL EQUALITY:

40% women among executives and members of the governing bodies, maintain the French gender equality index at over 90/100

RECRUIT WORK-STUDY STUDENTS:
at least 5% of the company's workforce

AWARENESS

The head office organized disability awareness operations in November 2024 with an introductory sign language workshop and a quiz on hearing impairment. Three people with disabilities were also welcomed to our head office to spend a day in the IT, purchasing and human resources departments, where they were given an insight into the day-to-day life of an employee. In March 2025, some fifty employees at three sites undertook an interactive challenge to raise their awareness to the position of women in the chemical industry and the detection of sexist behavior on the occasion of International Women's Day. These events are also part of a deployment schedule for the Diversity Charter signed in June 2024.

93 French gender equality
index in 2024

71 people benefited from
internal mobility in 2024

5.67%
employment rate of people
with disabilities in 2024

5.1%
work-study contracts in 2024,
i.e. 67 people



GOOD PRACTICE

We took part in the "Job dans la Ville" program as part of the Industri'Elles Forum organized by Sport dans la Ville in October 2024 in Lyon. The aim of this 100% women's forum is to bring together female employees from companies in the industrial sector and young women to promote female talent and increase gender diversity in the sector. 20 girls aged between 14 and 25, eager to find out more about careers in industry and the position of women in this sector, were welcomed by Kem One employees.



KEM ONE CALLS ON ITS TEAMS' COMMITMENT TO CSR ISSUES

2030 targets

CSR TRAINING:

100% of employees trained in CSR ("Climate Academy" in particular)

CSR OBJECTIVES defined for over 90% of employees

CSR INNOVATION:
20% of Research & Innovation team time devoted to breakthrough innovation to improve the environmental footprint of processes/products



CLIMATE ACADEMY TRAINING

was launched in March 2024 in partnership with the Axa climate school. This fun, interactive e-learning experience aims to provide a better understanding of climate issues and discover the keys to taking action in everyday life and in one's profession. The CSR tour organized at all sites in the first half of 2024 was an opportunity to present the CSR strategy and Climate Academy training to over 200 people.

THE CSR AMBASSADOR NETWORK

has expanded and halfway through 2025 has 23 employees! Spread across all our sites, these volunteer employees have organized a range of events (CSR book libraries installed at all sites in early 2025, a sports challenge at Fos sur Mer during the Olympic Games, group screenings of Climate Academy at the Lavéra, St Auban and Hernani sites, and at head office).

FACILITATION

the year 2024 enabled us to structure the network of our Kem One facilitators and the internal service offer to encourage collaborative practices. More than thirty employees are trained to lead workshops using collective intelligence methods (decision-making, project prioritization, definition of roadmaps, etc.).

28,120
hours of training provided
in 2024, i.e. an average of
nearly 22 hours of training
per person

3.45%
of payroll during 2024
devoted to training

1 in 6 employees
(228 employees) started
the Kem One "Climate
Academy" e-learning
program between March
and December 2024



Offering more sustainable products and services to build our future



KEM ONE ECO-DESIGNS ITS PRODUCTS TO REDUCE ITS IMPACT

2030 targets

SUSTAINABLE PRODUCTS AND SERVICES:

at least 25% of sales volumes covered by a sustainable range (recycled, low-carbon, bio-attributed, etc.), 100% of product applications classified according to their CSR impact

PRODUCT ECO-DESIGN:

100% of new products incorporate an environmental assessment, at least 80% of new products/services developed contribute positively to the environmental footprint

PACKAGING ECO-DESIGN:

100% eco-designed packaging

PRODUCT ECO-DESIGN

The environmental impact assessment carried out for all our new research and innovation projects includes a life cycle analysis of the project, taking into account the overall impact (biodiversity, carbon, recycling, etc.) during raw material sourcing, the manufacturing process, packaging and transport, product applications and product end-of-life.

Environmental impact	VERY HIGH	HIGH	MEDIUM	LOW
% of project portfolio	23%	31%	15%	31%

PRODUCT CSR ASSESSMENT

At the end of 2024, our teams assessed our products and their applications according to the 17 United Nations Sustainable Development Goals (SDGs). 77% of PVC products, caustic soda, bleach and chlorine derivative applications now contribute to achieving 9 SDGs.

The next step is to define targets for 2030 for the applications we want to develop to steer the portfolio towards more sustainable products and solutions.



In 2025, we celebrate the first anniversary of our Kemaia range of products with an improved environmental footprint. The ISCC+ certification of all our sites enables us to ensure the traceability of our raw materials and to offer bio-attributed PVC using bio-circular ethylene derived from organic waste. In 2025, we are expanding our product ranges to include caustic soda, chloromethane and PVC produced with 100% renewable electricity.

100%

iSCC+ certified sites, 1,565 tons of products with an improved environmental footprint sold in 2024

Formulation eco-design: 100%

of new Research & Innovation projects include an environmental impact assessment

Packaging eco-design: 10.2

tons of plastic saved per year thanks to a 100% reduction in the thickness of PE film at St Auban and a 100% reduction in the thickness of PE covers at the Berre and St Fons sites. Tests are underway to integrate a 30% share of recycled content in our plastic packaging (PE covers, FIBCs and FFS tubes).



KEM ONE ACTS ON ITS CUSTOMERS' ENVIRONMENTAL IMPACT

2030 targets

RECYCLING:

first PVC stakeholder to offer recycled PVC thanks to advanced recycling on an industrial scale

CUSTOMER SUPPORT:

technical assistance in Research & Innovation to help customers reduce the environmental impact of their products

POST-CONSUMER USE RECYCLING

Kem One's Research and Innovation department is pursuing its CSR roadmap and broadening the scope of its PVC recycling research to include flexible PVC applications. A proof of concept was demonstrated, leading to the development of a new process.



PRE-CONSUMER USE RECYCLING

ReMPVC, produced from PVC production waste, is one of the products in the Kemaia range with an improved environmental footprint. This product was one of the 15 winning innovations selected from over 180 projects at the "Innovation Day" held by our customer Legrand, a world leader in products and solutions for electrical and digital building infrastructures.

RESPONSIBLE INNOVATION

Our teams support Aliaxis with enthusiasm and professionalism in the transition of its formulations towards more sustainable solutions. Aliaxis is delighted to be working with KEM ONE as a partner on these complex issues.



KEM ONE PARTNERS WITH SUPPLIERS TO IMPROVE IMPACT THROUGHOUT THE VALUE CHAIN

2030 targets

PURCHASING:

integration of CSR criteria in the selection of suppliers and assessment of their commitments

LOGISTICS:

Label FRET21-certified: voluntary commitment aiming to better integrate the environmental impact of transport



DECARBONIZED LOGISTICS

In late 2023, we launched a multimodal platform in Puyô in the Pyrénées-Atlantiques region to decarbonize our logistics in partnership with Geodis, OFP Sud-Ouest, Spie Batignolles and SNCF Réseau. This facility enables us to transport our goods by rail over long distances, then by road for final delivery, linking Puyô to our plant in Lavéra (over 600 km away). This road-rail solution reduces road traffic by 300 trucks a year, cuts logistics costs and reduces our carbon footprint by around 80% on the South-East-South-West route resulting in an estimated saving of around 1.3 tons of CO₂ a year.

RESPONSIBLE PURCHASING

As part of our responsible purchasing approach, and as a signatory of the "Relations Fournisseurs Achats Responsables (RFAR)" sustainable purchasing charter, we are incorporating environmental and/or social criteria into our purchasing requirements review in 2025.

In 2024, a total of €257,000 was spent on companies in the adapted sector to encourage the retention and professional integration of people with disabilities.

In addition, 1,187 pallets were reused and over 500 second-hand computers purchased in a move to support the circular economy in 2024.

838

supplier charters signed by the end of 2024 (cumulative over several years)

Strong local presence:

57%

of the expenses invoiced by Kem One's Purchasing Department are incurred in France and 98% in European Union countries

CSR assessment:

52.7%

of invoiced expenditure for all purchasing categories assessed in 2024 using a quantitative and qualitative CSR form



Manufacturing responsibly to reduce our environmental footprint



KEM ONE IS A LEADER
IN DECARBONIZING ITS PRODUCTION

2030 targets

40% REDUCTION IN GHG EMISSIONS in scopes 1 and 2 by 2030 compared with 2019 in absolute terms (GHG - greenhouse gases)

TRAJECTORY TO CONTRIBUTE TO CARBON NEUTRALITY validated by scientists (SBTI - Science based targets initiative)

2024 CARBON/ENERGY BALANCE

In 2024, our greenhouse gas emissions fell significantly by 20% compared with 2019 thanks to better control of our refrigerant emissions, record recovery of our low-carbon hydrogen and the ongoing conversion of our diaphragm electrolysis unit to a much more efficient membrane electrolysis unit at Fos sur Mer. In terms of energy, we achieved a record hydrogen recovery rate in 2024, thanks to the replacement of natural gas by a hydrogen/natural gas mix in some of our units in particular. In 2024, our sites improved their overall energy performance (in MWh consumed/tons of PVC produced) with a drop of 19% as compared to 2013, in line with our trajectory to reduce our energy consumption by 1/3 in comparison to 2013 by 2030.

94.6%
of hydrogen recovered
(record)

20%
reduction in scope 1 and 2 greenhouse
gas emissions in absolute terms at
end 2024 as compared to 2019

GREENHOUSE GAS EMISSIONS (kilotons of CO2 equivalent)	2019 REFERENCE	2024 RESULTS	2030 TARGET
SCOPE 1	322	227	139
SCOPE 2	162	158	152

LOW-CARBON ELECTRICITY

Our six production sites in France have benefited from 95% low-carbon electricity (a record for the French electricity grid in 2024 in terms of total share of nuclear-, hydro-, wind-, solar- and biomass-based electricity).

DECARBONIZATION PROJECTS

At our Lavéra plant, the chiller will be replaced at the end of 2025, enabling us to replace refrigerants with a high GWP (global warming potential) with alternatives with a very low GWP. In 2025, the final stages of the Elyse project were completed, replacing the diaphragm electrolysis process for the production of caustic soda, chlorine and hydrogen with the latest-generation membrane electrolysis. This will improve the site's energy performance, making a major contribution to reducing our CO2 emissions by almost 50,000 tons a year and saving an estimated 450 GWh of energy annually.



This project was financed by the French government as part of its stimulus package.

Financé par

GOUVERNEMENT

Liberté
Égalité
Fraternité



KEM ONE IS REDUCING ITS ENVIRONMENTAL FOOTPRINT
AND PROMOTING THE CIRCULAR ECONOMY

2030 targets

2030 ENVIRONMENT POLICY:

WATER: 25% reduction in total volume of water abstracted as compared to 2019

AIR: 30% reduction in NMVOC emissions as compared to 2019

CIRCULAR ECONOMY: 80% of waste recycled

BIODIVERSITY: 100% of our sites certified Operation Clean Sweep

IT: 100% of new equipment purchased reconditioned as from 2024, 100% of new IT solutions eco-designed



22%

reduction in the total
volume of water abstracted
in 2024 as compared to 2019

27%

reduction in VOC emissions
in 2024 as compared to 2019

85% of waste
recycled in 2024

100%

PVC sites compliant with decree 2021-461 relating to the prevention of losses of industrial plastic granules in the environment, Operation Clean Sweep site certification process initiated in 2025



KEM ONE INCLUDES CSR
IN ITS DECISION-MAKING
PROCESSES

2030 targets

INTEGRATE CSR INTO DECISION-MAKING

100% of investment requests include a CSR assessment

FINANCE THE IMPACT: internal carbon fund to direct financing towards a positive impact



WATER

We have significantly and steadily reduced our water abstraction to reach 12.5 million m³, a reduction of 22% in absolute terms as compared to 2019 (and -5.4% as compared to 2023). This reduction was achieved in particular thanks to the efforts of our St Fons, Balan and St Auban sites. In 2024, our overall net consumption was 4.6 million m³/year. An industrial trial is currently underway at our Balan site to validate our technical solution for recycling polymerization mother liquors to use for rinsing vessels. This saves around 55,000 m³ of water per year, equivalent to the average consumption of a town of 10,000 inhabitants.



AIR

We reduced our non-methane VOC emissions by 27% in 2024 as compared to 2019. Commitments have been made at all sites to prevent and reduce VOC emissions, monitor and map discharges, and reinforce procedures and staff awareness.



CIRCULAR ECONOMY

We recovered 85% of the hazardous and non-hazardous waste generated in 2024. Hazardous waste, representing around 50% of our total waste in 2024, saw its total tonnage fall by 15% as compared to 2023, despite a stable total quantity of waste in 2024 in comparison to 2023.



BIODIVERSITY

Our environmental teams mapped the biodiversity around our industrial sites in 2024. A microplastics working group was launched in 2025 to coordinate reduction targets and action plans at all our sites producing PVC. A biodiversity impact study was carried out on the Vauvert industrial site as part of the work to develop our activities. Our Vauvert site has embarked on a lighting management plan with the aim of reducing light emissions by 25% to further mitigate the impact of lighting on its environment.



Collaborating with stakeholders to accelerate change



KEM ONE IS COMMITTED TO ETHICAL BUSINESS PRACTICES

2030 targets

TRAINING:

100% of employees trained in business ethics

CREATION OF A COMPLIANCE COMMITTEE

as of 2024 to oversee the management of ethical issues

✓ CYBERSECURITY

Mandatory cybersecurity training was completely overhauled in 2025, with an upstream assessment quiz to better identify and meet teams' needs. It includes comprehensive content on how to spot phishing attacks, strengthening and securing passwords, the right reflexes for working in public places, and how to report incidents.



83%

of target staff trained in anti-corruption and influence peddling measures in 2024 (131 people)

744

people trained in a new cybersecurity module in the 1st half of 2025 out of a total of 1,080 targeted users



✓ BUSINESS ETHICS

Our Code of Conduct has been updated to broaden its scope and make it easier to assimilate by illustrating the rules to be followed in the fight against corruption and influence peddling in a more educational way. The current gift policy was the focus of an awareness-raising event on December 9th, International Anti-Corruption Day. In order to ensure that our employees' participation in professional associations is in line with our interests and with applicable legal requirements, particularly in terms of the laws governing competition, we have introduced a new procedure for approving membership/participation in professional associations. This new procedure will be deployed in 2025.



KEM ONE DEMONSTRATES TRANSPARENCY ON SUSTAINABILITY ISSUES

2030 targets

TRANSPARENT COMMUNICATION

on carbon footprint data from 2024

UNIVERSITY PARTNERSHIP to support education and research on climate issues

PROMOTE CSR within our industry: presentations, participation in working groups



✓ COOPERATION, REINDUSTRIALIZATION AND DECARBONIZATION

On March 24, 2025, Industry Minister Marc Ferracci visited our Fos-sur-Mer plant as part of the commissioning of its new electrolysis unit. At the same time, we also contributed to the national survey on major projects

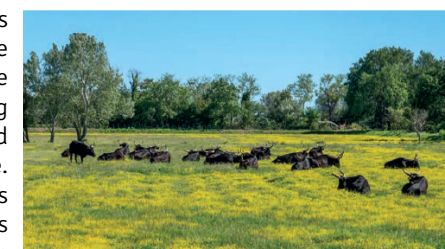
of the French national public debate commission (CNDP) for the reindustrialization and decarbonization of the Fos-Etang de Berre region.

✓ PROFESSIONAL ASSOCIATIONS

As a member of ECVM (European Council of Vinyl Manufacturers), we actively contribute to VinylPlus®, the European PVC industry's commitment to sustainable development to improve the lifetime and recycling of PVC products and their contribution to a sustainable society. Our teams also participate in several multi-stakeholder working groups within the France Chimie association, on the Responsible Care approach, and Axelera, the Chemistry-Environment competitiveness cluster in the AURA region.

At the end of March 2025, the management of our Saint-Fons industrial site took part in a workshop organized by the Metropole de Lyon on the scaling up of cooperation initiatives to improve the impact and robustness of our companies, and was able to share its experience of hosting the start-up DELTALYS on its historic site.

Our teams manage 175 hectares around our Vauvert site via the Société Civile Immobilière Agricole de Parapon (SCIAP), reconciling salt extraction, agriculture and preservation of the local heritage. The estate includes AOC Costières de Nîmes vines, orchards, meadows loaned to the Camargue bull herds



(AOP) and areas of woods, moors and meadows, thus contributing to the local agricultural economy and promoting Camargue culture.



KEM ONE GETS INVOLVED ALONGSIDE ITS LOCAL COMMUNITIES

2030 targets

LOCAL PHILANTHROPY:

call for philanthropic projects for all employees

GLOBAL PHILANTHROPY:

Kem One supports NGOs in the fight against climate change

CREATION OF A CLIMATE FUND to accelerate climate change mitigation

✓ KEM GAMES

As part of the year of the Olympic Games, an interdepartmental sports challenge was set up between the Fos, Vauvert and Berre sites. At the end of the challenge, the points awarded for the kilometers covered by cycling/walking/swimming were converted into a donation of €3,000 to the "Droit aux rêves" children's association, financed by the Fos sur Mer site and its works council.



€30K

were donated in 2024 to local associations

€500

paid to an association each time an employee recommends a candidate in an external recruitment process - the bonus is doubled when people with disabilities are recruited - four donations made in 2024

✓ PHILANTHROPY

Nearly €30,000 was donated by the site management in 2024 to support local associations and contribute to the local footprint (handball club, rowing club, rugby club, soccer club, association to support families of disabled children, etc.).



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