

# Corporate Social Responsibility Policy



20/10/2025

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HTL Biotechnology, a world leader in the responsible development and production of pharmaceutical grade biopolymers, aims to deliver products of impeccable quality, guarantee the health, safety and well-being of its employees, protect the environment, innovate on a continual basis and support its clients.

## 1. Introduction

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At HTL Biotechnology, we are convinced that Corporate Social Responsibility (CSR) is an essential lever for sustainable performance, innovation and trust with all our stakeholders. Through this policy, we affirm our desire to incorporate environmental protection, respect for employees and contribution to society into all our decisions and practices.

## 2. Strategic Areas and Challenges

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### 2.1. Area 1 - Working responsibly with our clients and partners to protect our environment

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We place environmental protection at the heart of our business, reducing our impact and working with our partners to build sustainable solutions.

#### Main challenges:

- Reducing and controlling our water consumption.
- Controlling aqueous and atmospheric emissions and preventing the risks of air, water and soil pollution.
- Reducing our consumption of fossil fuels (decarbonisation) and our greenhouse gas emissions.
- Setting up a management system to reduce our environmental footprint.

- Optimising our supply chain with our suppliers and service providers

## 2.2. Area 2 – Setting an example for our employees

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We affirm our commitment to our teams by guaranteeing a safe, ethical and inclusive working environment that is conducive to personal fulfilment and skill development.

### Main challenges:

- Ensuring health and quality of life at work.
- Guaranteeing safety.
- Maintaining a good social climate.
- Developing diversity and inclusion and combating all forms of discrimination.
- Developing skills.

## 2.3. Area 3 – Citizens in civil society

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We embrace our role as a corporate citizen by acting ethically, supporting local initiatives and contributing to the economic and social development of our regions.

### Main challenges:

- Making ethics a priority and a reputational asset for civil society as a whole.
- Giving meaning to our corporate citizenship ambition by establishing local and national partnerships.
- Contributing to local economic development and employment.
- Reporting on our commitments and initiatives through transparent communication.

### 3. Implementation and monitoring

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The implementation of this policy is based on clear roadmaps for each area, with performance indicators to monitor progress.

The Industrial Performance Director is responsible for managing and monitoring progress on the roadmap, through steering meetings attended by the heads of each area and the Communications Director.

The roadmap is approved by the Management Board and shareholders at the CSR Committee meetings at the beginning of the year, and reviewed by the Executive Board and shareholders at mid-year.

### 4. Targets

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#### **Area 1 – Working responsibly with our clients and partners to protect our environment:**

30% reduction in water consumption per kg of HA produced between 2021 and 2026.

25% reduction in greenhouse gas emissions (Scope 1 & 2) per kg of HA produced between 2021 and 2026.

50% reduction in our volatile organic compound emissions between 2024 and 2028.

20% reduction in COD (Chemical Oxygen Demand) in our aqueous discharges between 2024 and 2028.

#### **Area 2 – Setting an example for our employees:**

> 75% rate of response to the internal barometer survey that is carried out each year.

> 90 in the gender equality index.

frequency rate < 18 (number of lost-time accidents per 1,000,000 hours worked) in 2025 frequency rate < 10 in 2028.

> 20 hours of training per person per year.

absenteeism rate < 4%.

**Area 3 – Being citizens in civil society:**

- > 90% of employees trained on the Code of Ethics.
- > 3 partnerships set up each year.
- > 9 part-time work/study contracts each year.
- > 9 reports on the progress of our commitments each year.

## 5. Standards and recognition

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Our CSR approach is part of an internationally recognised framework. We are a signatory to the **United Nations Global Compact** and the chemical industry's **Responsible Care Global Charter**. We are regularly assessed by EcoVadis and our practices comply with ISO 14001 standards.

For the past three years, HTL has been awarded the ECOVADIS Gold Medal in recognition of its excellence among the Top 5% of companies assessed.

These commitments guarantee the credibility and transparency of our actions.

NOUS SOUTENONS  
LE PACTE MONDIAL



**RESPONSIBLE CARE™**  
Driving Safety & Sustainability

## 6. Conclusion

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This CSR policy reflects HTL Biotechnology's ambition to act responsibly, in an exemplary way and as a good corporate citizen. It commits all our employees and partners to working together to build a sustainable future that respects the environment and promotes progress for society.

23 September 2025.

A handwritten signature in blue ink that reads "Fournier". The signature is written in a cursive style with a long horizontal stroke extending to the right.

**François Fournier**

A handwritten signature in blue ink that appears to be "Coyard". The signature is written in a cursive style with a long horizontal stroke extending to the right.

**Christophe Coyard**

