



# SynTech<sup>TM</sup>

## Research Group

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# Sustainability Report

## 2023

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For further information visit [syntechresearch.com](https://syntechresearch.com)  
or email [info@syntechresearch.com](mailto:info@syntechresearch.com)

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# 1 Editorial

Yvonnick Jambon CEO of SynTech Research Group

## Committed to a better world

Since its inception, SYNTECH RESEARCH GROUP has been an active player of the 3rd agricultural revolution and strongly committed to sustainable development notably with the development of bio-solutions and new breeding techniques.

Our mission is to help our partners to introduce their products successfully into agriculture ecosystems, by delivering high quality studies, regulatory dossiers and expert & independent recommendations which contribute to produce safe food, reduce the greenhouse gas emissions and promote people's health and well-being.

Our CSR charter was published at the end of 2022 with clear improvement objectives by 2025 and roadmap.

I am pleased to share with you our first Corporate Social Responsibility (CSR) Report. It outlines our commitments to sustainable development and highlights priorities for action and our most significant initiatives.



## 2 Our Approach Towards Sustainability

**We offer services that help our customers to promote less energy-intensive ag practices reducing GHG emissions and ultimately helping to build sustainable agriculture.**

**To address these topics which are key issues to the society, we develop our people striving for gender equality & promoting their health and safety, we invest in expertise and tools and we promote business integrity (which is our 'raison d'être') and innovation.**

**SYNTECH RESEARCH GROUP plays a leading role in improving the standards of our sector for sustainable development.**

Providing high-performance and innovative testing solutions to meet the challenges of sustainable development is a major area of economic development for our core business.

The group's social responsibility also consists of controlling and reducing the environmental and social impacts associated with its activities (management of impacts on ecosystems, better explanation of its activities, taking into account the expectations of stakeholders).

The best practices of each of the SynTech Research group's business lines in the social, environmental and societal fields materialize this strategy. All of these areas of action are managed by means of reliable and verified indicators in a continuous improvement approach.

Health and respect for people are the first pillar of our CSR strategy. This is reflected in a reinforced safety policy for all our technical activities in the field and in the laboratory, as well as daily actions to strengthen listening and well-being at work.



SYNTECH RESEARCH GROUP: committed and responsible teams



Our relationships with stakeholders are driven by the principles of ethics and fair practices. This is why SYNTECH RESEARCH GROUP is working to strengthen its purchasing responsible policy, to build global and long lasting partnerships.

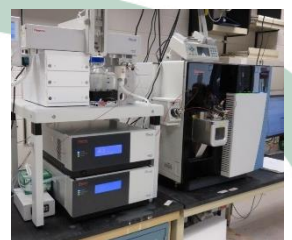
In order to associate our values with challenges of our sector, we have launched a sustainable development policy focused on issues of well-being, environmental protection and reduction of the carbon

footprint.

To make even better progress in the implementation of our commitments, our roadmap has been put in place guided by objectives to be reached by 2025.

Today, the entire Group is focused to:

1. **Strengthen** its position as a reference company in terms of services in the field of agronomic experimentation; this contributes to the development of products that are increasingly respectful of the environment, the safety of users and our fellow citizens.
2. **Invest** in expertise and innovative digitalized tools to demonstrate new Ag solutions efficiencies.
3. **Promote** the development of its employees while ensuring their physical integrity and fair treatment are preserved, as well as fighting all forms of discrimination.
4. **Act** in terms of high ethics, purchasing practices, risk management and stakeholders respect.
5. **Reduce** our carbon footprint. Raising awareness among stakeholders, changing certain mobility practices, concentrate activities, investing in renewable energies are among our stated objectives to limit our carbon footprint.



## 3 The Group

### 3.1. Governance

#### 3.1.1. Board of Directors (BoD)

5 members, representing the shareholders and independent members.

The BoD focuses on strategy and company's management control and meets 8 times a year.

It has initiated the Code of Business Ethics and Integrity in 2020 which laid the basis of our Sustainability approach launched in 2022.

#### 3.1.2. Global Executive Committee (GEC)

The Global Executive Committee of SynTech Research Group is composed of 12 members: CEO, CFO, CIO, COO EMEA, 4 Regional Directors, 3 Global Lead (Regulatory Affairs, Product Safety and Biosolutions), and HR Director.

GEC's role is to drive the Group through its 2026 strategy, focusing on growth, quality, efficiency and profitability.

This Global Executive Committee meets quarterly, of which four members are women.

### 3.2. KEY DATES

The objective of the Group, created in 2016 under the ACCERES brand name, was to set up a worldwide, independent, Ag focused CRO.

The build-up was made by acquiring and integrating several active companies involved in Field experiments, Laboratory testing and Regulatory Affairs.

SynTech Research Group has grown from an agrochemical-focused field and regulatory company into a CRO that can provide a global end-to-end-service offering; the vision is to extend into the seeds market.

#### **SynTech positioning**

*Breath of offering*



### 3.3. GLOBAL PRESENCE AND ACTIVITIES

SynTech Research Group is present in the main global agricultural areas. We work mainly with our own teams spread worldwide.

The broad scope of services includes all the key study types: environmental fate and effect (GLP), bioefficacy (GEP), seeds/traits, as well as program planning, management and regulatory services.

### 3.4. SYNTECH RESEARCH GROUP FIGURES



#### Activities

- Bioefficacy
- Dietary & environmental safety
- Ecotoxicology
- Seeds
- Regulatory
- Food Processing
- Program management



Number of employees (FTE) **567**



Presence in more than **20 countries**



Number of field experimental sites **90**



Number of laboratories:

- Analytical chemistry = **3**
- Ecotoxicology = **3**
- Microbiology = **1**
- Physico-Chemical = **1**
- Food Processing = **3**



Turnover (consolidated 2023) **55 M€**



Permanent staff ratio **97%**



% Capital Expenditure invested in R&D **15%**

**KEY INDICATOR: Percentage of BioSolutions activities in total revenue (2023)**

**20%**  
**(vs. 18% in 2022)**

### 3.5. SRG SUSTAINABILITY APPROACH

Our sustainability approach was built within the Global Executive Committee and has been discussed and endorsed by the Board of Directors:

- Offer sustainable and innovation-driven solutions to our customers,
- Act as a responsible CRO company,
- Promote an open and close dialogue with our stakeholders.

Our approach is based on these 3 main challenges, and we align our own strategic sustainability targets with the corresponding global Sustainable Development Goals (SDGs) of the United Nations:

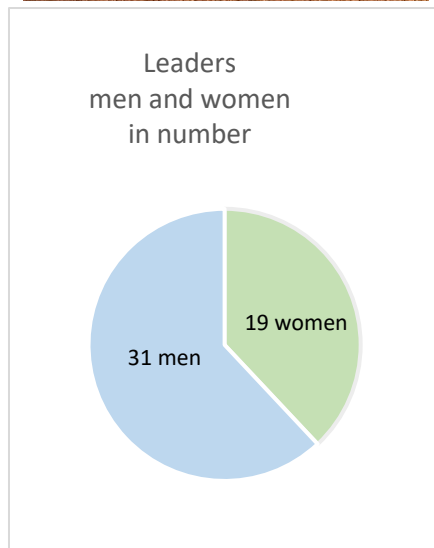
Strategic areas identified at SynTech Research	Corresponding UN # Sustainable Development Goal
Business integrity	
Health and safety	
Gender Equality	
Innovation	
Climate change	



## 4 GENDER EQUALITY

In 2022, the Global Executive Committee gathered a Global Leadership Team of 50 colleagues whose role is to steer the implementation of the strategy across the organization.

SynTech Research Group aims to reach parity (male / female) in the next years.



**KEY INDICATOR :**

Percentage of women in Global Leadership Team

**38.0%**  
**(vs. 36.7% in 2022)**

In addition, the total number of women in the group is also measured.

The proportion stands at **44.6%** in 2023.

## 5 BUSINESS INTEGRITY

### 5.1. ETHICS AND CODE OF BUSINESS INTEGRITY

In 2021, SynTech Research released a Code of Business Ethics. This reference document defines the ethical principles that are applied by all SynTech Research employees in relation with its customers and suppliers. Each new SynTech Research Group employee is required to sign and follow this Code of Conduct.

One of the topics covered in the code is antibribery. Starting in 2023, all staff will receive online anti bribery training over a period of 3 years.

We build on our corporate values and encourage open dialogue. Every employee must be protected from discrimination, harassment, or retaliation. These principles are set out in our "Global Code of Business Ethics and Integrity".

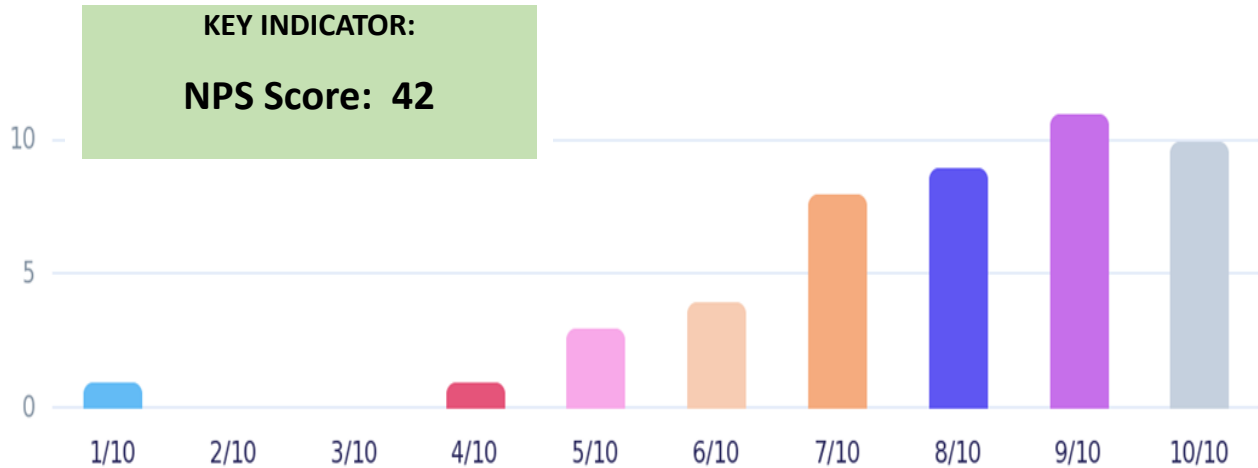
**Antibribery: 50 employees trained in 2023**

## 5.2. RELATIONSHIP WITH STAKEHOLDERS

We are customer focused and are committed to exceeding their expectations. We therefore measure their level of satisfaction each year using the Net Promotor Score (NPS).

We have progressed over the last year with a NPS reaching 42 in 2023.

To the question: “how likely would you recommend SynTech Research Group to a colleague?”, on a scale of 0 to 10, 80% of customers rank us at 8 and above.



Customers mainly highlight the professionalism of our staff and the quality of our project deliveries.

This improvement is linked to actions having been carried out in 2023, including a newly-built Delivery Promise to our customers that is currently being implemented. It's impact on the NPS will be monitored throughout 2024.



## 6 INNOVATION

### 6.1. INFORMATION AND TECHNOLOGY

Our group invests in digitalization to harmonize and optimize work processes. Beyond productivity gains, this development also allows to reduce the environmental footprint of all activities by optimizing processes.

1. The system provides strong security and compliance capabilities. It includes key features such as Data Loss Prevention, which helps prevent the inappropriate sharing of sensitive information.



2. The management and storage of our data has moved from several traditional private data centers or local servers to a public cloud platform. Such data centers typically are higher utilized, use less energy to run, and have a lower overall footprint to than a traditional private data center.

**A gain of at least 20% in CO<sub>2</sub>eq emissions** is expected with this service compared to previous on-site storage infrastructures.

*This figure includes the electricity consumed as well as the entire life cycle of the underlying equipment (manufacturing, transport and recycling of equipment).*

3. Moving to the cloud also brings new opportunities for the application landscape.

The reduction of physical flows, for example by using videoconferencing to limit the carbon impact, the use of dematerialized document sharing spaces and instant conferencing tools allow our employees to work more freely and in complete security.

Between 2021 and 2023, our Leadership teams have reduced the number of physical meetings by 30% which accounts for **22 tCO<sub>2</sub> eq savings in 2023** compared to 2022.



4. We have replaced a large number of fixed PCs with mobile devices (laptops or tablets).

For our daily field activities, these new mobile devices allow direct data capture; this enables robustness and quality of quick available information without needing to copy them.



A laptop requires 75% less hardware to manufacture and consumes 50% to 70% less energy during use. Mobile equipment also helps to do remote working which helps to reduce the carbon footprint and increase flexibility, family conciliation and staff well-being.

5. Another initiative that contributes to the environmental performance of our company is the deployment of electronic signature started in 2023 for our contracts and reports.
  - By eliminating the need for physical paper documents and traditional signing processes, e-signatures offer a sustainable alternative that reduces paper and ink consumption, conserves resources, and minimizes our carbon footprint.
  - Electronic signature also increases the security and traceability of our documents, facilitates the communication and collaboration with our clients and partners, who can sign and access the documents online from anywhere.



## 6.2. 3D MODELS AND MULTISPECTRAL INFORMATION IN PLANTS



Biostimulant products used in agriculture are part of the solutions to limit the environmental impact of agricultural production.

To increase the reliability and frequency of observations necessary for the preliminary evaluation of these products, SynTech Research has acquired a Phenotyping System to obtain 3D models and multispectral information in plants.

Such automation system of data collection and analysis, as well as plant phenotyping, is a very up-to-date approach to evaluate crop performance under various conditions. This non-destructive and non-invasive system allows to provide relevant physiological parameters that researchers use to assess the efficacy of the biostimulant products.

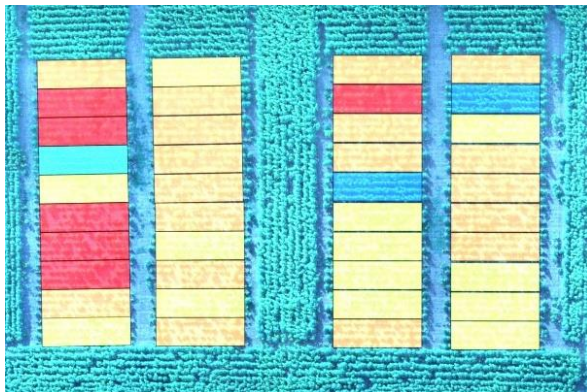
### 6.3. HIGH PRECISION DATA AND IMAGING SOLUTIONS



For our seeds business and biostimulants field assessments, SynTech Research Group has entered into a strategic partnership with VITO's MAPEO platform providing a drone and satellite-based high-throughput phenotyping solution for research and breeding.

Varietal selection is an asset for responding to the challenges of climate change with plants that are more resistant to drought and require less irrigation, for example.

SynTech Research Group also partners with Alteia\* for imaging analysis on several crops in Northern Europe. These tools allow more homogeneous and robust measurements to obtain better quality results.



\*Alteia is a company specialized in computer vision, spatial image analysis and software engineering (<https://alteia.com>)

## 7 DEVELOPING AND PROTECTING PEOPLE

### 7.1. WELL-BEING OF EMPLOYEES

Our staff is our #1 Asset, therefore SynTech Research Group pays particular attention to the well-being and work-life balance of its employees.

An internal tool was developed specifically to monitor all field experimental trials. The tool allows task planning and monitoring of work times. A similar software is used by the regulatory affairs department to manage activities and also track working times.

Workload is a challenge at SynTech Research Group as we operate in agriculture, which is subject to seasonality. The management of employees' workload is done in compliance with the rules of each country but also through local agreements allowing flexibility and modulation of schedules.

Absenteeism rate 2023 =  
**2.6%**

For employees with an individual package contract in days (especially in EMEA), each yearly appraisal includes a workload review.

SynTech Research Group wants to retain its employees and attract new talents.

The well-being of SynTech Research Group staff is monitored by two indicators: a yearly Staff Satisfaction Survey and the Voluntary Staff Turnover rate.

**KEY INDICATOR :**  
Percentage of voluntary departures 2023  
**12.0%**

We aim at keeping our TOR below **10%**

**7.2. EMPLOYEES DEVELOPMENT**

We invest in our people through learning, training courses, and coaching so that they can reach their full potential and offer the best expertise to our customers.

An annual interview is formalized for all the employees of the group each year to evaluate performance, competencies, and aspirations of employees. It is a moment dedicated to an open exchange so that each employee and manager can speak freely about present and future and development needs.

Beyond regular trainings necessary to operate (GEP, GLP, technical, agronomy), we run more than 5000 hours of specific trainings to our employees coming out of the yearly reviews.

**7.2.1. Employees carrier opportunities**

Career progression is an integral part of SynTech Research Group's values.

**53** employees promoted  
in 2022-2023

To strengthen team spirit and provide our employees with the best possible support, we offer them development and career opportunities.

The mission of Human Resources is to set up the processes and enforce them throughout the Group.

**7.2.2. Employees and job trends**

On average over 2023, SynTech Research Group employed 567 Full Time Equivalent staff in its various locations and organizations around the world. Most staff are under a permanent contract in order to develop the expertise of our staff overtime.

Gender Equity is well reflected across the organization.

**KEY INDICATOR :**  
Time spent for specific training in 2023  
**> 5000 h**



Permanent staff	> 97%
Employees by gender Women	44.6%
Men	55.4%
Number of youth (<25 years)	49

**KEY INDICATOR :**  
**average length of employment**  
**7 years**

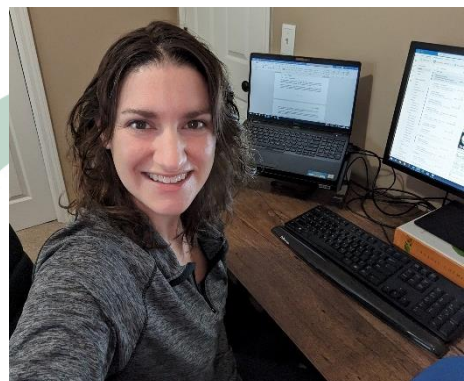
# WORK. WITH FLEXIBILITY.



### 7.2.3. Flexible working models

As far as possible, we offer our employees flexible working models to provide necessary space for freedom. We are convinced that flexibility encourages innovation and allows our employees to improve their quality of life and, as a result, increase their motivation and involvement.

Depending on the type of job, this flexibility translates either into the possibility of teleworking, or through the adaptation of working hours during the day, or through the practice of part-time work (e.g. 80%) for some employees who request it.



All field employees have been equipped with IT tools for mobility (computers, tablets and a delocalized work environment in the cloud). These communication systems allow both greater efficiency at work but also more freedom and flexibility in the management of everyone's time.

### 7.3. HUMAN RESOURCES INITIATIVES

- A. Good Place to Work
- B. Talent Exchange Program
- C. SynTech Leadership Academy
- D. Employee satisfaction survey

### 7.3.1. Good Place to Work Initiative



**Interviewing**  
**Rémy Bailly**  
Study Director

SynTech  
GOOD PLACE TO WORK

*What define us*

improvement actions  
international company business  
learn **great working challenges**  
independence **atmosphere** good colleagues  
intercultural exchange global company diversity  
respectful good living and family spirit mutual support  
**develop career** power of the group  
**and grow** flexibility reward freedom  
opportunities effort

We regularly invite an employee to present their activity, their interests and their daily feelings through an offbeat interview which is then broadcasted on our website. The announcement of this interview is also widely disseminated internally to stimulate the interest of colleagues and participate in the sharing of experience on the values and commitment of each one.

An interview of this type is presented approximately every 2 months.



**Interviewing**  
**Esther del Pozo**  
High level of expertise in a nice working environment!

SynTech  
GOOD PLACE TO WORK

### 7.3.2. Talent Exchange Program



where our range of services is offered to global and local customers.

SynTech Research Group is a multinational company present in more than 20 countries, each with specificities of agricultural production, different applicable regulations, diverse cultures,





Given the breadth and dynamics of our services, we develop great experts in several scientific fields and this can be an important source of training and talent development.

Program Objectives:

a) Train and develop the company's key talents in soft and technical skills.

b) Facilitate the process of learning and improvement through interactions with key people (experts) from different and diverse cultures.

c) Increase learning on the specificities of agriculture and ways to deliver SynTech Research Group services, thereby gaining self-confidence and self-reliance,

d) Motivate key talent and create a positive wave within the organization, thereby improving talent retention.

e) Support host countries with skilled temporary work in the high season, in an exchange of resources, training and learning.

### 7.3.3. SynTech Leadership Academy

**The SynTech Leadership Academy** is our new in-house training program for SynTech leaders, managed globally. The program started in September 2023 for a first round of talented leaders identified in the company. The training is done online, and the goal of this program is to offer a set of workshops focused on leadership development and skills expansion.

SynTech aims to enable its leaders to further develop personally and professionally within the company. The program lasts approximately 1 year with specific leadership topics in the areas of team influence and development, delivering results, change management, and skills development in finance, sales, product development, and business ethics and integrity.

What is unique about the program is that, beyond external trainers, the leaders of the Global Executive Committee also personally lead some of the training modules, which allows for a transfer of their knowledge, ideas and perspectives to our new generation of leaders.

The SynTech Academy will take on a new dimension in 2024 with a new training program for a wider audience at more SynTech Research Group.



**KEY INDICATOR :**

**Participants in the SynTech Academy program (1st year)**

**25 staff**

### 7.3.4. Employee satisfaction survey

To be able to assess and monitor the level or satisfaction of our SynTech Research Group colleagues, an annual employee satisfaction survey has been conducted for the past 2 years among all employees of the group.

Responses are guaranteed to be anonymous and confidential and are used solely for the purpose of improving organizational practices, helping to understand each other's experience, and improving our work culture.

The results of the survey are presented to all staff and commented on by management, along with the operational decisions resulting from the analysis of these results.

The cooperation and commitment of all participants makes SynTech Research Group an even better place to work.

#### KEY INDICATOR :

**% staff to recommend  
SynTech Group as  
employer**

**85%**

The results are discussed in the Global Executive Committee (GEC) to improve managerial policy in the spirit of well-being at work.

We aim at keeping our staff satisfaction above 85%.

The results of the survey are also analyzed by country/region to allow the relevant regional directors and human resources managers to refine the management policy at local level. An

action plan is then built based on a common framework allowing a list of actions to be undertaken with 3 priority levels. Common themes of actions were identified from the results of the survey.

e.g. in 2023, various collective agreements were signed depending on the country.

### 7.3.5. Non-mandatory value sharing mechanism

Optional employee savings plans, capital gains sharing agreements, profit-sharing bonuses and individual performance bonuses are distributed at the local/country level based on the annual results obtained.

Agreement for extra contributions  
Agreement “Working time Account”  
Extra annual leave agreement  
Profit sharing agreement

Beyond the different methods of sharing profits engaged by our teams locally, our willingness is to unite teams at a global level.

## 7.4. HEALTH & SAFETY OF THE EMPLOYEE



The occupational health & safety protection of our employees are managed within each entity of the group.

For technical activities, a common core healthy & safety security policy is coordinated at global level.

A Global Safety Manual has been implemented globally in 2021.

Initially published in 2009 in the USA, it was then revised in 2019 with new additions/updates for sharing with the Global SynTech team.

Each entity in the group is committed to implementing these guidelines by using the manual directly or by transposing it into specific internal procedures.

Security actions are recorded and checked on a regular basis.



## The safety of our employees in the workplace is our top priority

### 7.4.1. Objectives

Our objectives are :

- a) maintain a safe working environment for all employees (aiming for "zero accidents workplace")
- b) encourage improvements in occupational health and safety performance.

#### KEY INDICATOR :

**Accident Frequency Rate 2023**

**1.26%**

**Accident severity rate 2023**

**0.0%**

Besides the relevant local legal safety requirements, assessing risk is one part of the overall process used to control the risks at the workplace. Our safety policy is based on these requirements and principles to classify the identified risks in order of importance. Prevention actions are then established and initiated each year. Any new activity or process must be subject to a risk assessment.

### 7.4.2. Training & Skills

SynTech Research Group integrates safety training for all employees as soon as they join the company. These trainings are part of the integration process for each new employee.

#### KEY INDICATOR :

**301 employees trained in 2023**

Continuous training is carried out to supplement their needs and to explain to employees the hazards and risks associated with their activity or workplace. These trainings also provide a reminder of the procedures in force to maintain the vigilance that is essential for everyone's safety.

### 7.4.3. Audits

Security controls are included in business technical audits. A specific annual audit is conducted in France according to a defined schedule.

The report of these audits is distributed to management and staff who must actively participate in ensuring that safe working conditions are respected at work. This procedure is being implemented in Poland and Germany in 2024 and extended to all Europe in 2025.

**KEY INDICATOR :**  
**14 safety specific audits in 2023**

**7.4.4. The main risks**

The main significant risks at SynTech Research Group are chemical risk and physical/machine risk. Both risks are clearly addressed and detailed in the SynTech Research Group’s Safety Standards Manual.

Chemical risk is very present in many of the group's activities. The handling of any chemical product is accompanied by internal training and awareness-raising, as well as the use of appropriate collective and personal protective equipment.

Exposure to hazardous products is monitored for all exposed personnel in accordance with national regulations and laws.

At global level, the availability of specific PPE is also closely monitored through a regularly monitored stock report. The stock report is required every 3 months by the global safety manager.



**7.4.5. Other risks**

At SynTech Research, road hazards and psychosocial risks are also a major concern.

Road hazard prevention includes road safety reminders provided to the staff and also listed in the safety manual.

On an individual basis, psychosocial risks are approached through the annual appraisal conducted with each employee, a specific section was included in 2023.

**7.4.6. Accidents at work**

Every year, we keep track of all accidents (number and type). In 2023, we counted 21 work accidents, mainly on the road but without physical damage.

<b>2023 figures</b>	
Total number of accidents listed	<b>21</b>
Number of accidents causing working days lost	<b>1</b>

**KEY INDICATOR :**  
 Number of working days lost  
**2 days**

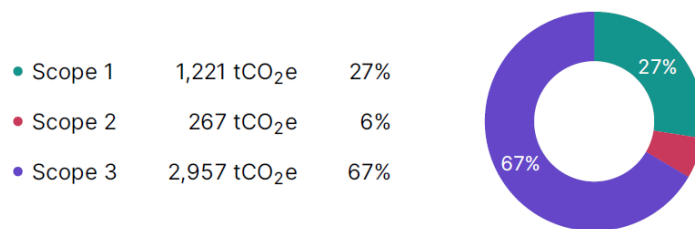
## 8 LIMITING OUR ENVIRONMENTAL IMPACT

In order to fully understand the impact of our activities on global warming, we initiated a complete carbon assessment in 2022 (Scope 1, 2, 3).

Carbon footprint according to the GHG Protocol Corporate Accounting and Reporting Standard.

### 8.1. CARBON FOOTPRINT STATUS

#### Emissions by scope



Scope 1 covers direct emissions from owned or controlled sources.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company.

Scope 3 includes all other indirect emissions that occur in a company's value chain, whether it be from its employees or suppliers (upstream emissions) or from its customers (downstream emissions).

### 8.2. MITIGATION MEASURES

We have decided to reduce our Carbon footprint by 10% by 2025. Three main axes being worked on (one per scope type) are as follows:

#### Scope 1

Our emissions mainly come from our professional road trips through the consumption of fossil fuels. These emissions represent 74% of scope 1.

In Brazil, in 2023, > 82% of the fuel used is bioethanol. Produced from sugar cane, this fuel reduces greenhouse gas emissions by 50 to 70% compared to conventional fossil fuels.

#### Scope 2

An investment in the installation of photovoltaic panels has been made in Spain at the Valencia site. The production has been in place since spring 2022.

78% of production is self-consumed on site. The rest is reinjected into the public network.

#### Scope 3

Awareness-raising actions have been initiated with all stakeholders (upstream and downstream) because indirect emissions represent 67% of total emissions.

**61 tCO<sub>2</sub>eq  
emission  
saved in 2023**

**Total production 2023 = 97.06 MWh  
12 tCO<sub>2</sub>eq emission saved in 2023**



- a. Environmental sustainability commitments to the climate are listed in the *Responsible Purchasing Charter* that we give to our suppliers and request that they follow by signing.
- b. To engage our group towards decarbonization, the participation of employees is essential: this means that their awareness of climate change issues is particularly important. CSR delegates have been appointed by geographical area to disseminate the sustainable development policy undertaken by the group.
- c. The first actions to raise awareness of the principles and issues of sustainable development, including decarbonation were launched locally to inform employees and involve them in the process.

The communication relay is done in each country to ensure better communication in the local language. In Brazil for example, communication was organized using an eye-catching medium called SynTeCo.

**The presentation of sustainable development principles and group's commitments was shared with all delegates designated by country/zone to raise awareness among all staff globally.**



**SynTech**  
Research Group

**Sustainable development at SRG  
Presentation to staff**

- Sustainable Development  
Origin, Definition, Objectives
- What is CSR ?
- ESG to measure CSR Objectives
- SRG Objectives 2025 and ESG criteria
- Action plan / To do list / ESG data collection
- I, employee involved in sustainable development
- CSR (Sustainability) Report



# REDUCING YOUR FOOTPRINT AND RAISING AWARENESS

## Raising awareness of eco-friendly gestures

A list of "Good environmental practices" was shared with the CSR Team and made available to each entity of the group. These simple everyday actions remind everyone that every little bit can contribute to sustainable development and reduce the carbon footprint.

## Examples of actions carried out in our different working places.

Brazil: Reducing plastic use and waste, reducing pollutants and hazardous waste. Reducing consumption of key inputs (raw materials, paper, etc.). Initiatives are also conducted to reduce water consumption.

Argentina: Minimizing the use of plastic and selective sort for recycling.

Chile: Recycling plastic bottles (PET), concentrate trials in the same farm to limit the use of disposable elements.

GAB Germany: Limitation of air travel, savings in heating and electricity consumption.

Spain: Replacing standard lights with energy-efficient LED lights, responsible use of air conditioning and heating, use energy from solar panels, installation and share of an electric car charging point at the headquarter.

United Kingdom: Field staff were provided with metal water bottles; a water fountain was installed in the office to avoid the need to purchase/use/throw away plastic water bottles.

France: Replacing certain standard lights with energy-efficient LED lights at the head office, responsible use of air conditioning and heating, selective sorting of non-hazardous waste in place on all sites.

## Action for the Environment - Hazardous Waste Collection

All hazardous waste produced by our field or laboratory experimentation activities (remaining pure concentrated or diluted products, PPE and contaminated cans or bottles) are recovered and managed as dangerous products according to the regulations of each country.

## **8.3. RESPONSIBLE PURCHASING CHARTER**

By the end of 2023, SynTech Research adopted a Responsible Purchasing Charter to share the Group's commitments with its suppliers and subcontractors and ensure their involvement in sustainable development. End of 2023, 50% ??? of our main suppliers have signed the charter. Please indicate the achievement.

SynTech Research Group thus expects from its suppliers and subcontractors strict compliance with the laws and regulations in force in the countries where they operate or provide services, as well as a commitment to collaborate with the Group for the implementation of compliance with principles explained in its Ethics and CSR Charter.

Environmental issues shared in the charter:

- a) Propose and use, as far as possible, ever more efficient environmental solutions.
- b) Aim for the best practices within its profession, to optimize its water and energy consumption, preserve biodiversity and manage its discharges and waste.
- c) Strive to reduce and/or treat its emissions into the air, its effluents to land and/or water and pollution of any kind resulting from its activities.





## 9 REMINDER OF OUR OBJECTIVES FOR 2025

Topics	Objective	Targets FY 2025	Indicators 2023
Safety	number working days lost	< 20	<b>2</b>
Staff loyalty	voluntary turnover rate	< 10%	<b>12.0%</b>
Gender equality in management roles	% female	40%	<b>38%</b>
Carbon footprint reduction	tCO2e / employee	- 10%	<b>Scope 1+2</b> being reassessed in 2024
Customer satisfaction	NPS	50	<b>42</b>
Staff satisfaction	staff recommend working at SRG	> 80%	<b>85%</b>
Focus in/on Biosolutions	Biosolutions turnover in %	25%	<b>20%</b>



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or email [info@syntechresearch.com](mailto:info@syntechresearch.com)