



Extra-Financial ESG Data

2025 Sustainability Report

For further information visit syntechresearch.com
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1 Letter from our CEO

I am delighted to share with you the third Sustainability report based on extra-financial Environmental, Social, and Governance (ESG) data of SynTech Research Group for the fiscal year 2025.

I congratulate all our colleagues at SynTech Research for their dedication, talent and contribution to the progress made until now as we have overcome most of our 2025 targets. I trust that, together, we will continue to achieve sustainability objectives by 2030.

We are publishing the comprehensive Sustainability report in line with previous consolidated non-financial statements, emphasizing and demonstrating SynTech Research Group's constant commitment to people, to sustainable development and to protecting the environment.

Our sustainability report covers 100% of the group's investments and all of our operations, allowing for a comprehensive and transparent view of our performance.

Aligning with the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs), this report underscores our dedication to upholding industry leading frameworks in our ESG reporting. These guidelines are our compass to guide our current and upcoming ESG efforts.

In 2025 we have built a new set of ambitious but achievable objectives and initiatives to improve our ESG performance by 2030. These include the implementation of comprehensive HR programs as well as increased energy efficiency across operations and targeted investments to strengthen our service capabilities in Biosolutions and seed research, key pillars of the agro-ecological transition and future agricultural performance.

We aspire to progressively enhance our Sustainability reporting, adhere to the EU Taxonomy regulation (EU) 2020/852 and the European Sustainability Reporting Standards. We reaffirm our vision to become the most engaged ESG partner to our stakeholders.

Yvonnick Jambon
CEO of SynTech Research Group

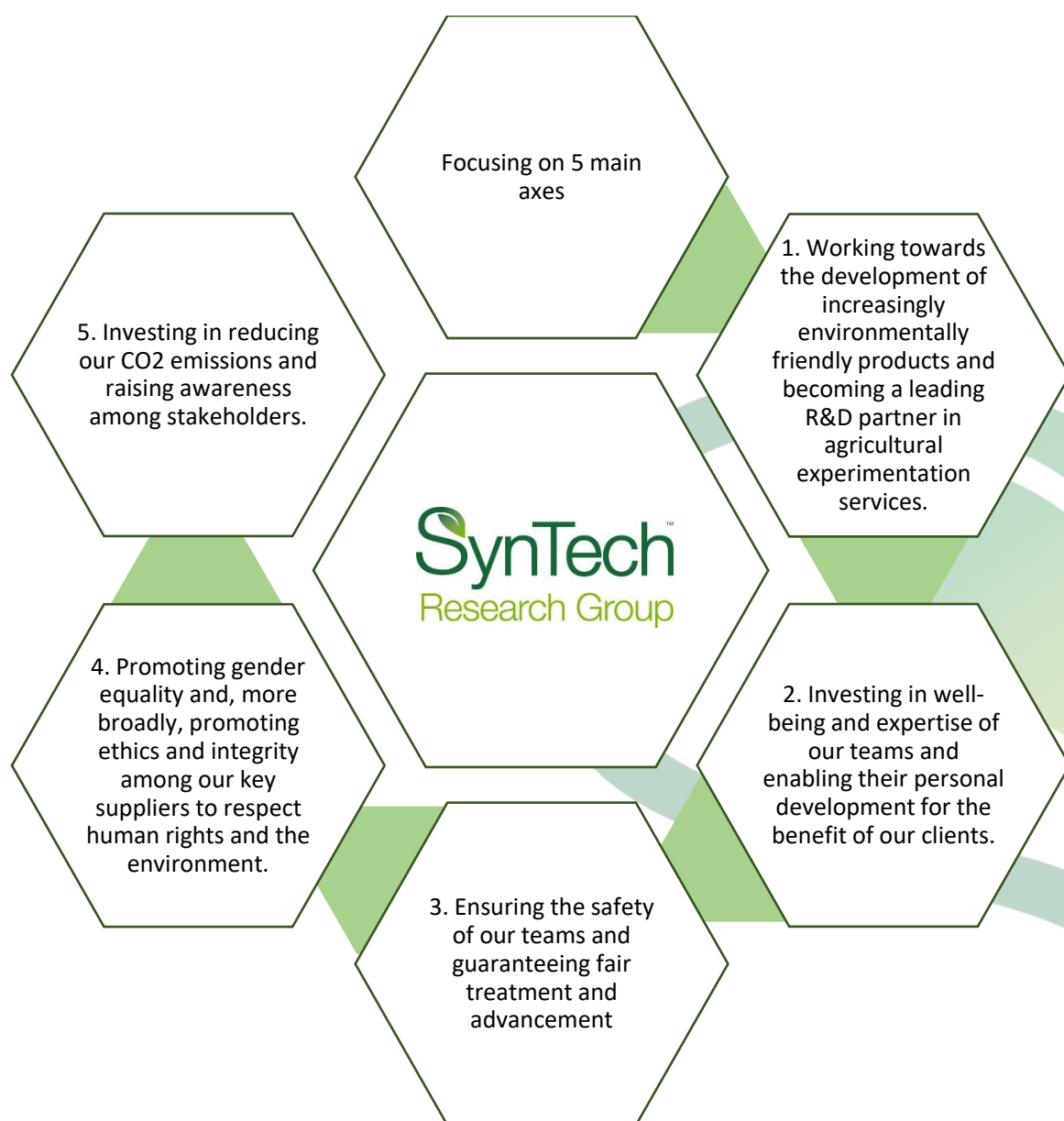
2 Data collection and reporting thresholds

The selection of reported content is based on our commitments and ESG objectives presented in the CSR charter dated 2022 and the requirements of the GRI Standards. For 2025, the reporting is still based on data collected from all sites worldwide. This covered 22 countries representing 100% of the group's total revenue.

3 We work better together

We believe that our corporate strategy can and should encompass both economic and environmental performance.

Our relationships with stakeholders are driven by the principles of ethics and fair practices.



4 Our contribution to the Sustainable Development Goals

Our sustainability approach was adopted within the Core 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 R&D partner 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:



SDG 3 – Good health and well-being

We strive to offer our employees an attractive working environment by ensuring the highest standards of health and safety, taking employee well-being seriously, continually improving working conditions, and providing equal access to training and development opportunities.

SDG 5 – Gender equality

We strive for gender equality within our company. Through modern and caring HR management, we enable women to reach the highest levels of responsibility.



SDG 8 – Decent work and economic growth - Business integrity

As a global service company, we interact with many stakeholders worldwide. Confidentiality and business integrity are crucial to maintaining trust with our stakeholders.

SDG 9 – Industry Innovation and Infrastructure

We are strengthening our human and technical investments to meet the growing need for alternative biocontrol solutions contributing to sustainable agriculture.



SDG 13 – Climate action

We are pursuing climate protection and decarbonization strategy. We promote resilient and low-emission management across our value chain, which contributes to CO2 reduction.

4 Organization profile

4.1. Governance bodies

4.1.1. Board of Directors (BoD)

5 members, representing the shareholders.

The BoD focuses on strategy and company 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.

4.1.2. 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, 4 Global Leads (Regulatory Affairs, Product Safety, Seeds and Traits and Biosolutions), and HR Director.

This Global Executive Committee runs the company and meets quarterly to review progress and define steps to deliver against the company strategy.

Feminization rate	25%
Nationalities	6

4.2. Key dates

The current group was born from a merger finalized in 2020 to set up a worldwide, independent, Ag focused CRO. The build-up was made by acquiring and integrating several active companies involved in Field trials, Laboratory testing and Regulatory Affairs. The two most recent additions to the group include Agldea, Argentinian CRO firm that joined in January 2025, and GLP Estrategias Avanzadas, Mexican regulatory affairs firm that joined in April 2025.

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 and biosolutions.

Group created European integration completed	Apr. / New analytical facilities opened (BR)	Jun. / New analytical facilities opened (FR)	Jul. / AGRES joins SRG Field testing services added	Jan. / Agldea joins SRG (ARG)
2021	2022	2023	2024	2025
Nov. / ECT joins SRG (GER)	Sept. / WRA joins SRG (USA) Nov. / New field farm opened (BRA)	Oct. / New field test site opened (BUL)	Oct. / New field test site opened (BUL)	Apr. / GLP Estrategias Avanzadas joins SRG (MEX)

4.3. Contributing to local economies

Our mission is to help our partners successfully introduce their products successfully into agriculture ecosystems. We are committed to providing the highest quality service to all our customers. In a constantly changing world where agriculture faces numerous challenges, we are devoting all our energy to meeting these needs.

In 2025, we significantly enhanced our human capital and technical capabilities through the integration of two strategic companies into the group: Agldea in Argentina, the United States and Brazil, and GLP Estrategias Avanzadas in Mexico. These additions strengthened our presence across the Americas and contributed to more than 100 new professionals, 11 experimental sites, four laboratories, a greenhouse, and other specialized infrastructure, further expanding our capacity to deliver high-quality research and innovation services.

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

	691	employees (FTE) based at different sites
	>20 countries	where SynTech Research employs staff
	> 100	field and laboratory experimental sites are spread worldwide
	Technical capacities:	
	4	Analytical chemistry laboratories
	3	Ecotoxicology laboratories
	2	Microbiology laboratories
	3	Food Processing laboratories
	1	Entomology laboratory
	1	Gene editing Biotech laboratory
	65 M€	Turnover
	98%	of the employees (FTE) have a permanent contract



5 Social Responsibility

Our people are SynTech Research's most valuable resources. Their attitude and expertise drive our achievements and continuous development. Fostering strong and positive relationships across the organization is essential for our company.

At SynTech Research, a people-first philosophy shapes everything we do, from everyday actions to long-term strategic choices. We are committed to creating a workplace where employees feel valued and supported by:

- Prioritizing employee wellbeing.
- Continuously enhancing working conditions.
- Offering equal opportunities for learning and professional growth.
- Maintaining high standards in health and safety.

5.1. Well-being of employees

KEY INDICATOR:

Average length of employment
(permanent staff)

5.71 years

The agricultural sector is one that requires passion and commitment, which is reflected in the average length of employment of our permanent staff. This number also takes into account all newly integrated employees acquired during the Agldea and GLP Estrategias acquisitions.

5.2. Flexible working models

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.

As far as possible, we offer our employees flexible working models. 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.

More than 50% of staff

worked remotely at least 1 day in 2025

5.3. Good Place to Work

We regularly invite employees to showcase their activity, their interests and their passions through an offbeat interview which is then broadcasted on our website and LinkedIn. 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.



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

We reduced staff turnover by 1.4 points compared to the previous year.

We are continuously working to maintain an HR policy that respects our employees by keeping the long-term objective of a TOR below 9%.

KEY INDICATOR:

Percentage of
voluntary departures 2025

7.8%

5.4. Employee satisfaction survey

The employee satisfaction survey was not carried out during 2025 due to the merger and acquisition activities carried out in 2025. The next Group Employee Satisfaction Survey is planned for autumn 2026, once all acquisitions are fully and successfully integrated into the Group.

The previous survey was conducted at the end of 2023, and the results were reviewed by the Global Executive Committee (GEC) in early 2024. The main topics identified through employee feedback were incorporated into the Group's improvement priorities, leading to the development of a medium-term action plan for 2024-2025. This plan was adapted to the specific needs of each region and focused on several key areas:

- **Work environment and equipment:** Investments were made to modernize equipment and improve workplace comfort, safety, and efficiency.
- **Communication:** Internal communication was strengthened through more frequent updates and the use of different communication channels to better meet employee expectations.
- **Compensation and benefits:** Initiatives were introduced to better reflect local economic realities, including performance-based salary increases. In addition, seniority awards recognizing employee loyalty, granted in 5-year increments, were standardized across countries and entities.
- **Training and development:** A proactive training policy continued to support employee growth and demonstrate the Group's commitment to professional development.

5.5 Community: Positive Impact in Brazil

SynTech Research's volunteer initiative in Brazil, SynTECO, continues being a key project committed to promoting ESG values. Its mission is to reduce environmental risks and encourage sustainable actions.

In 2025, the key initiative within SynTECO was a food drive organized during the months of November and December. Our colleagues at SynTech Research in Brazil came together to support local families: The Bandeirantes Station collected donations for Lar das Crianças, and the Piracicaba Station contributed to Fundo Social, organizations dedicated to social causes locally



5.5. Fostering personal and professional development

5.5.1. ONBOARDING

At SynTech Research, every new employee benefits from a structured and comprehensive onboarding program designed to support a smooth transition into the organization. From their first day, new hires receive a warm welcome, access to the necessary resources and tools, and tailored training to help them quickly integrate into their teams, understand company processes, and become effective in their new roles.

5.5.2. EVALUATION OF TRIAL PERIOD

To ensure successful integration, regular follow-up meetings are conducted throughout the onboarding period. These discussions provide an opportunity for employees to share their first impressions, experiences, and feedback regarding their role, team, and work environment.

This exchange allows both parties to assess the integration process, discuss achievements and challenges, identify development needs, and confirm the employee's successful adaptation to their position and the organization.

5.6.3. Internal mobility

34 employees

were promoted in 2025

Internal mobility is a valuable component of talent development at SynTech Research, creating value for both the organization and employees. Moving into new roles allows employees to expand their skills, gain broader experience, and bring fresh perspectives to different areas of the business. At the same time, employees who have developed their careers internally are a significant asset, as their deep understanding of our culture, processes, and operations enables them to adapt quickly and contribute effectively to their new positions.

We are committed to fostering internal career growth and actively support employee development through training, learning, and professional development initiatives. Whenever possible, we encourage internal applications during recruitment processes, allowing us to leverage existing talent while providing meaningful career progression opportunities.

Our Talent Exchange Program further supports employee development by offering selected participants the opportunity to gain experience in different environments, broaden their professional expertise, and strengthen their confidence and autonomy. The program also contributes to talent retention by recognizing and investing in high-potential employees while promoting knowledge sharing and collaboration across the organization.

15 employees

Benefitted from the Talent Exchange Program in 2025

5.6.4. Interns & apprentices

SynTech Research is committed to supporting the next generation of professionals through internship and apprenticeship programs. These opportunities allow young people to gain practical work experience, develop their skills, and improve their employability, while also creating a pipeline of qualified talent for future recruitment needs.

42 interns

Grew professionally through participation in our internship programs.

5.6.5. Staff training

At SynTech Research, we invest in staff training to increase our capacities and adapt to changes in the market. Through training, employees also develop their technical expertise and soft skills, which increases their personal value, motivation, and self-esteem. This virtuous circle also leads to greater efficiency.

There are different types of training available, each serving a distinct purpose. Some are custom-designed by our management to address the specific needs of the team. These sessions are tailored to enhance

day-to-day performance, strengthen collaboration, and support the development of key skills aligned with our internal goals.

In addition, we offer technical and specialized training programs aimed at further developing expertise in particular areas. These are designed to deepen knowledge, build advanced capabilities, and support the growth of our expert team in specific topics or specialties.

Examples of our internally developed training initiatives include:

A Business Development training program that is a newly developed internal initiative designed to strengthen communication and sales capabilities. Its main objective is to help employees better understand their own strengths, communication styles, and areas for development, enabling them to apply the most effective sales approach in their daily work.

The program focuses on enhancing self-awareness and interpersonal skills, providing participants with practical tools to improve communication and build strong, lasting relationships with clients. By distinguishing between different sales approaches, such as customer acquisition (nurturing long-term relationships) and account development (developing new business opportunities) employees can align their natural strengths with the needs of the business.

A key pillar of the Business development initiative is supporting employees in developing high-quality, trust-based relationships over time. As our clients are one of our central priorities for the company, fostering positive, long-term partnerships is essential. At the same time, the program also emphasizes the importance of strong internal collaboration, reinforcing positive relationships within our teams.

132 participants around the world

Took part in the Business development training

The SynTech Leadership Academy, was launched in September 2023 for the first group of high-potential leaders identified within the company.

Following the excellent feedback received from this initial training, the program continues in 2025. It remains an internally developed initiative, delivered through a series of workshops focused on leadership and skills development for our top managers and emerging leaders.



The program covers key topics related to team and business leadership, including business ethics and integrity, while also addressing sustainable development within the context of our organization.

97 colleagues around the world

Participated in the SynTech Leadership Academy 2025

5.7. Gender balance

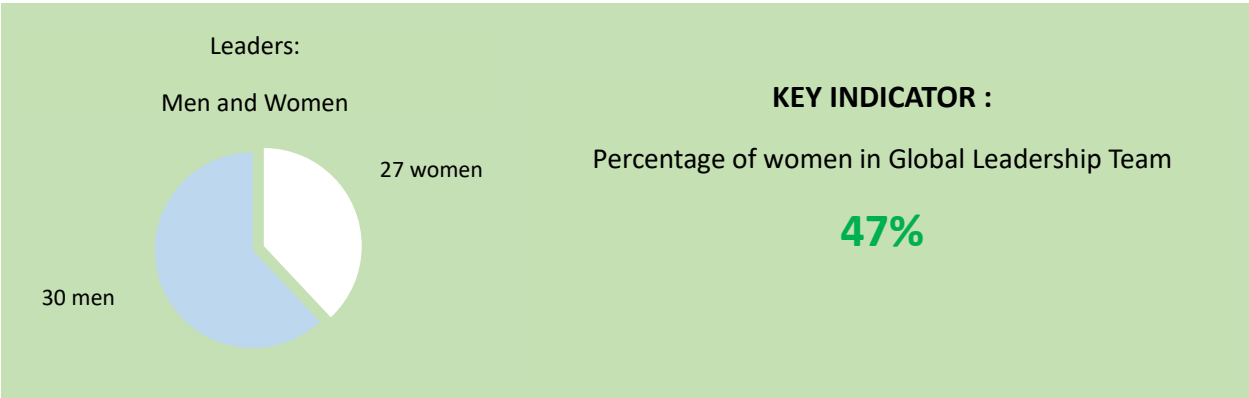
SynTech Research values diversity, equality, and inclusion as reflected in the Group Code of Conduct.

From the outset, equality between men and women, starting with access to positions of responsibility, has been a stated objective.

The Global Leadership Team is formed by 57 colleagues, whose role is to drive the implementation of the strategy in our companies must uphold our values of inclusion and discrimination.

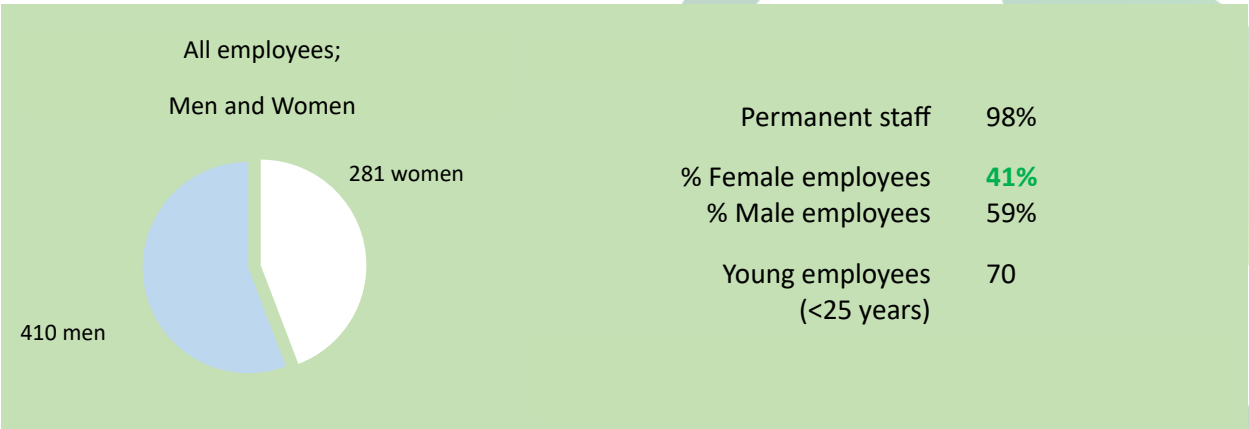


Global Leadership Team (SynTech 57 key Leaders)



SRG Staff Worldwide

The distribution of women among SynTech Research’s global staff remains stable in 2025.



6. Ensuring safety in the workplace

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

Regular health and safety meetings are held at all our sites to ensure ongoing improvements to our employees' working environment.

Likewise, working conditions are continually monitored to reduce the risk of accidents, and we regularly invest in equipment and safety training to increase the safety for our staff.



	Unit	FY 2023	FY 2024	FY 2025
Total number of workplace accidents	Number	21	24	3
Minor accidents (with working days lost)	Number	2	4	2
Serious accident (personal health cause)	Number	0	1	0
Work-related fatalities - Employees	Number	0	0	0

Each accident is subject to internal reporting and monitoring. The causes of the accident are examined in order to implement all appropriate corrective measures and prevention reminders. An annual report allows for the sharing of experience and helps to update security procedures.

KEY INDICATOR:

4.07

Accident Frequency Rate 2025

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

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

Regular internal safety audits, inspections and reviews are in place to provide assurance of compliance with legal requirements, site HSE management systems and SynTech Research Group minimum safety standards around policy commitment, risks, implementation, and maintenance of controls.

KEY INDICATOR :

201 days working days lost in 2024

153 days working days lost in 2025

6.1. Training & Skills

At SynTech Research Group, we incorporate safety training for all employees from the moment they join the company.

These trainings are part of the onboarding process.

Safety reminders and ongoing training help maintain a high level of vigilance.



6.2. Management of the main risks

Chemical risk is very present in many of the group's activities. Security training is part of the onboarding program managed by the HR department. Chemical handling is closely monitored, and regular reminders (at least once a year) are given to all affected personnel. The company provides and monitors the use of appropriate collective and personal protective equipment.

At global level, the availability of PPE is closely followed through a regularly monitored stock report.

6.3. Other risks

At SynTech Research, road hazards and psychosocial risks are also major concerns. Road hazard prevention includes road safety reminders provided to the staff and anticipated in the corporate safety manual.

In addition to the road risk reminders carried out once a year, collective awareness-raising based on educational activities on different road hazards was carried out for our employees.

On an individual basis, psychosocial risks are approached through the annual appraisal conducted with each employee.

7 Engaging Sustainability Stakeholders

7.1. Customer Satisfaction

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

To conclude client satisfaction during the year 2025, 2 surveys were carried out. The first survey was conducted in November 2025, focusing on North America, the second one in January 2026 focusing on all other regions.

The total number of respondents amounted to 69 people across the globe. The overall NPS score for 2025 resulted in 43, 1 point above 2023 (the previous survey conducted).

OVERALL NPS 2025 = 43%
OVERALL NPS 2023 = 42%
OVERALL NPS 2022 = 40%

Of the 69 respondents, 38 provided additional comments. Overall sentiment was strongly positive, with several respondents highlighting the quality of the work and offering personal commendations. 10 of the additional comments included suggestions or questions that were later addressed with regional managers to continue offering the highest quality services.

As presented in Chapter 5.4, our teams are also a key element in the success of projects. Their feedback also guides us in improving our sustainable development strategy. This valuable information guides our daily strategy to work on the effectiveness of ESG initiatives and areas for improvement.

7.2. Operational efficiency

Keeping operational efficiency in focus, a LEAN initiative was implemented in 2025 with the aim of improving global processes, namely in bioefficacy and residue testing. The LEAN methodology refers to a management philosophy focused on maximizing customer value while minimizing waste. With the assistance of consultants from Quaternaire, processes in both laboratory and field operations are now running with clear key performance indicators.

8 Innovation

8.1. Digitalization

As part of our commitment to implementing digitalization initiatives to stay ahead of industry trends and enhance operational efficiency, our Digitalization and Automation team is constantly exploring new technologies. In 2025 we have started to use Artificial Intelligence, with early implementations that are helping us increase efficiency, reduce manual workload, and improve the consistency and quality of our outputs. We continue to assess additional opportunities to responsibly scale AI adoption across our operations, ensuring that innovation goes hand in hand with reliability and transparency.

To support this transformation, our IT team has been actively empowering employees through a series of Microsoft Copilot workshops. These sessions are designed to enhance digital skills, promote efficient use of AI-powered tools in daily work, and foster a culture of continuous learning and innovation throughout the organization.

Cybersecurity remains a top priority as we expand our digital footprint. We have strengthened our security framework by reinforcing multi-factor authentication (MFA), emphasizing compliance measures, and ensuring the highest standards for the protection of both our data and our customers' data. In addition, we have significantly enhanced our company-wide cybersecurity training program, making it mandatory for all employees. These initiatives aim to increase awareness, reduce risks, and build a strong security culture across all levels of the organization.

At the same time, we are advancing the integration of our Customer Relationship Management (CRM) system to streamline processes and improve collaboration. By enhancing system connectivity and data flows, we are enabling more efficient internal workflows and ensuring a smoother, more responsive interaction with our customers. This ongoing development supports our commitment to delivering seamless customer experience while strengthening long-term relationships.

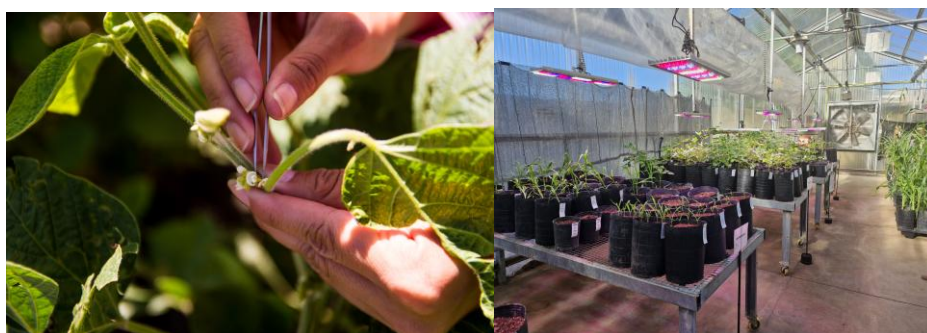
8.2. Infrastructure

SynTech Research continues to invest in both human and technical capabilities to provide optimal conditions for the assessment and advancement of seeds and biotechnology services. These investments strengthen research quality and ensure that teams are equipped with the expertise, tools, and environments required to support innovative and reliable outcomes for clients.

The acquisition of Agldea significantly expanded SynTech Research's infrastructure footprint across key agricultural regions, including Argentina, the United States, Uruguay, and Brazil. This expansion added fields, offices, and laboratories, strengthening the company's capacity to support a diverse range of crops and environments while increasing proximity to customers.

In Argentina, SynTech Research now hosts a highly developed breeding services unit equipped with advanced capabilities. These include modern breeding and phenotyping approaches, gene editing, double haploid production, foundation services, conventional and regulated testing, and the precise control of testing environments to ensure high quality phenotyping and reliable data generation.

In addition, in August 2025, SynTech Research Group opened a new office in Mexico City, which serves as our headquarters in Mexico. This location is home to regulatory experts and further enhances SynTech's ability to support clients across the region with strong local expertise and coordinated services.



8.3. Partnerships

Strategic partnerships support the exchange of knowledge, strengthen collaboration, and advance agricultural research. By bringing together complementary expertise, they enable more efficient innovation processes and contribute to the development of sustainable solutions that respond to evolving industry needs.

As such, SynTech Research Group has partnered in 2025 with Stepan Company (NYSE: SCL) to expand Stepan's Advanced Formulation Services platform across North America. The collaboration combines SynTech's development and regulatory expertise with Stepan's formulation capabilities, creating an integrated service offering that supports customers from concept to commercialization. Together, we are providing solutions covering formulation, laboratory and field testing, regulatory strategy, and registration support, helping accelerate the launch of innovative crop protection and biological products.

9 Environmental Protection & Sustainability

To gain a comprehensive understanding of the impact of our activities on climate change, we conducted our first full carbon footprint assessment in 2022, covering Scopes 1, 2, and 3 emissions.

Since then, we have measured and monitored our carbon footprint annually in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

9.1. Carbon Footprint Evolution and Status

Total gross GHG emissions Emission (tCO ₂ e)	2022	2023	2024	2025*
Scope 1	1221	1151	1152	1218
Scope 2	267	115	115	171
Scope 3	5888	8021	6529	4876
Total (1+2+3)	7176	9288	7796	6265
tCO₂e / employee	15.5	16.4	13.9	9.1

**The tool used to evaluate the carbon footprint for 2025 was Ecovadis, which differs from the tools used in previous yearly analyses. This change in tools may have affected the final result.*

Considering **Scope 1** covers direct emissions from owned or controlled sources. Our emissions mainly originate from professional road trips through the consumption of fossil fuels.

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

The slight increase in Scope 2 emissions is mainly attributable to the acquisition and integration of Agldea. Although the inclusion of its facilities increased the Group's overall energy consumption, the site's solar panel installation provides a substantial proportion of its electricity needs, supporting a lower carbon footprint.

Scope 3 emissions represent indirect emissions generated throughout the value chain.

In the past two years, the Group has integrated several technical activities that were previously outsourced, reducing the impact associated with purchased services.

In addition, environmental initiatives such as increased work from home and a commitment to reducing unnecessary business travel have contributed to a lower carbon footprint.

tCO₂e / employee

In 2025, the company achieved a strong reduction in carbon emissions per employee, decreasing from 15.5 tCO₂e to 9.1 tCO₂e per employee. This improvement was largely the result of a significant decrease in Scope 3 emissions.

Although future acquisitions may affect comparative results, our long-term direction remains clear. We are committed to maintaining a consistent ESG approach, promoting responsible business practices, and continuously identifying opportunities to reduce our environmental impact and create sustainable value.

9.2. Sustainability in the Supply Chain

SynTech Research Group actively promotes sustainability awareness throughout its value chain, engaging both suppliers and customers. The Group expects all suppliers and subcontractors to comply with applicable legal requirements and to support the principles set out in its Ethics and CSR Charter.

Since the end of 2023, the Group has reinforced its sustainable procurement approach through the implementation of a Responsible Purchasing Charter, designed to share its ESG commitments and encourage responsible business practices across the supply chain.

9.3. Sustainability through our daily actions

Examples of actions carried out across regions and countries.

Brazil: In line with its environmental policy, Brazil achieved a reduction of nearly 200 kg of plastic cup consumption in 2025. The site also reduced the consumption of key resources, including raw materials and paper.

In addition, since May, Brazil has been operating under a new contract for the purchase of clean energy, resulting in an approximately 30% reduction in energy costs.

In 2025, the employee engagement initiative called "The Sustainable Olympics" was launched, inspired by the Olympic Games, was continued. The competition encouraged employees to reduce energy and paper consumption and raise awareness of proper waste segregation and disposal practices.

Furthermore, a project was implemented to reuse water generated by the Milli-Q purification system for internal purposes, contributing to more efficient water management and resource conservation.

Argentina: Our recently integrated site in Argentina is also strongly committed to environmental sustainability. In addition to reducing plastic use, general waste, pollutants, and hazardous waste, the site has achieved reductions in the consumption of raw materials and paper.

Furthermore, Argentina is investing in renewable energy through the implementation of solar panels at both its office facilities and an experimental field, reinforcing its commitment to reducing its environmental footprint and promoting sustainable operations. The installation of solar panels generated 43093.9kW/h of renewable energy in 2025.

Chile: The Chilean site promotes sustainable practices through the recycling of PET plastic bottles, the use of recycled paper, and measures aimed at reducing waste generation. In addition, field trials are strategically concentrated within the same farm whenever possible, helping to optimize travel, reduce fuel consumption, and minimize the use of disposable materials, thereby lowering the overall environmental impact of operations.

Costa Rica: Actions undertaken during the year included reducing plastic use and waste, minimizing hazardous and non-hazardous pollutants, lowering water consumption, and reducing the use of key inputs such as raw materials and paper, contributing to the site's overall environmental performance.

SynTech Regulatory: The team continues to support environmental sustainability through a range of initiatives, including reducing paper consumption, limiting air travel by avoiding unnecessary business trips, and optimizing travel arrangements. Whenever possible, employees are assigned to projects based on their proximity to the destination, enabling the use of lower-carbon transportation options such as rail travel. In addition, efforts to reduce heating and electricity consumption have contributed to improved energy efficiency and lower environmental footprints.

Spain: Several initiatives have been implemented to improve energy efficiency and reduce environmental impact. These include replacing conventional lighting with energy-efficient LED lights, promoting responsible use of air conditioning and heating systems, and increasing the use of solar energy through on-site solar panels.

In addition, an electric vehicle charging station has been installed and is shared at the headquarters, supporting the transition to more sustainable mobility. Our site in Picanya, Valenica, is also investing in electric vehicles for site operations.

United Kingdom: To reduce plastic waste, field employees were provided with reusable metal water bottles, and a water fountain was installed in the office, significantly decreasing the use of single-use plastic bottles.

France: Environmental initiatives have focused on reducing paper consumption through the implementation of electronic archiving systems, significantly decreasing the need for printed documents. Additional measures include the responsible use of air conditioning and heating systems, selective sorting of non-hazardous waste across all sites, and the use of recycled paper.

10 Monitoring our Objectives for 2030

Topics	Objective	Targets FY 2030	Indicators FY 2024	Indicators FY 2025
Safety	Accident frequency rate	≤ 20	5.47	4.07
Staff loyalty	Voluntary turnover rate	$\leq 9\%$	9.2%	8.53%
Gender equality in management roles	Higher female %	$\geq 50\%$	41.4%	46%
Carbon footprint reduction	tCO ₂ e / employee starting point (2022)	- 10% 15.5 tCO ₂ e / employee	13.9 tCO ₂ e / employee	9.1 tCO ₂ e / employee
Customer satisfaction	NPS	≥ 60	No rating in 2024	43
Staff satisfaction	Staff recommend working at SRG	$\geq 85\%$	No rating in 2024	Next rating in 2026
Focus in/on Biosolutions	Biosolutions turnover in %	$\geq 30\%$	23.4%	23.18%

SynTechTM

Research Group

Research to Registration

For further information visit www.syntechresearch.com
or email info@syntechresearch.com