

SSE GROUP ESG REPORT





SSE

Message from the President and the CEO

Executive Summary

About SSE

RESONANCE PROGRAM

Vision, Purpose and Mission

Governance

Strategic Pillars

ANNEXES

Scope & Methodology

Double Materiality Assessment

Dashboard 2024

OUR COMMITMENT TO GLOBAL RESPONSIBILITY



“At SSE Group, our shared values and sense of accountability guide everything we do. Through RESONANCE, we are turning these values into action — uniting people, purpose, and innovation to shape a sustainable future that benefits generations to come.”

JOINED MESSAGE FROM THE PRESIDENT AND THE CEO

From the moment we began working at SSE Group, it became clear that beyond the deep expertise and passion of our people, what truly sets our company apart are the values that guide our actions. At SSE Group, we have always placed people at the heart of our decisions, seamlessly integrating a distinct sense of Swiss excellence into our daily operations. More than just a philosophy, this approach has shaped our legacy.

As our Group continues to grow, we remain steadfast in upholding these values. We recognize that our responsibility extends far beyond financial performance—we have a duty to contribute to societal well-being and environmental protection. Above all, we feel a deep sense of accountability for future generations.

Why **RESONANCE**?

At its core, **RESONANCE** represents the power of an idea. It begins as a shared aspiration—an idea that emerges collectively and takes shape within our organization. As that idea grows, it fuels conviction and inspires action. Then, it is shared—with colleagues, friends, and communities. With every new conversation, it gains strength, building momentum and reaching further than imagined.

That is the essence of **RESONANCE**.

A simple idea transforms into collective energy, influencing communities, shaping industries, and ultimately driving meaningful societal change. Before we know it, that idea resonates—expanding across borders and generations, creating a lasting impact.

Through **RESONANCE**, we are not only committing to a sustainable future but also empowering every member of our organization to be a catalyst for change. Together, we can drive impact, spark innovation, and build a legacy that will stand the test of time.

Raymond Loretan
President SSE Group

Gilles de Preux
CEO SSE Group
RESONANCE program Director



EXECUTIVE SUMMARY

The **RESONANCE** ESG Report 2024 marks a pivotal step in SSE Group's journey toward embedding sustainability across its value chain. This inaugural edition offers a transparent overview of the progress made since the launch of the program and reflects our ambition to align

business performance with long-term environmental and social value creation. At the core of our approach are five strategic pillars, each driving concrete action and long-term transformation.

Built on 5 strategic pillars, **RESONANCE** is a framework for impact and transformation



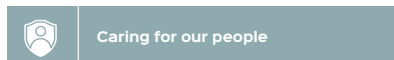
Unlock Innovation

Accelerate sustainable technologies and solutions.
We are advancing innovation through R&D, partnerships, and AI to drive sustainability and performance across our operations.



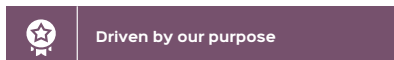
Foster communities

Improve local life and enhance belonging.
We are deepening our engagement with local communities through support, partnerships, and the **RESONANCE** Foundation.



Caring for our people

Become one of the preferred employers in our industry.
We are fostering inclusion, personal development, and well-being to empower our teams and attract future talent.



Driven by our purpose

Lead with purpose and strengthen ESG governance.
We are integrating ESG across every level of our organization, reinforcing transparency, accountability, and impact.



Climate actions

Reduce and remove emissions across our value chain.
We are measuring and reducing our footprint while protecting natural resources and promoting circular models.



Our Achievements 8 flagship initiatives to drive tangible progress:



UNLOCK INNOVATION

1. SSE Science Academy

A platform dedicated to developing internal competencies and fostering future-ready talent.

2. AI-nnovation Program

Rolling out AI-powered solutions to enhance efficiency and sustainability.

3. Big Deal

Centralizing data and enabling real-time decision-making across the Group.



CARING FOR OUR PEOPLE

4. Gender Equality Program

Ensuring all SSE entities support inclusive, equitable workplaces with dedicated tools and development programs.



CLIMATE ACTIONS

5. Climate Action Roadmap

Our first full carbon footprint and a defined set of KPIs for emission reduction across operations.



FOSTER COMMUNITIES

6. OUR RESONANCE Foundation

Supporting impactful social, environmental and innovation projects with in our local ecosystems.



DRIVEN BY OUR PURPOSE

7. ESG Reporting

Launched a unified and robust ESG reporting framework, progressively aligning with international standards to strengthen transparency and stakeholder engagement.

8. DMA (Double Materiality Assessment)

Initiated our first Double Materiality Assessment to map key ESG impacts, risks, and opportunities.

ABOUT SSE

Our Journey toward Sustainability,
Innovation and Premium Services

A LEGACY ROOTED IN THE SWISS ALPS

The Société Suisse des Explosifs (SSE) was founded in 1894 to supply explosives for the Swiss Alps Simplon tunnel project. Over 130 years later, SSE has evolved into a diversified industrial Group organized into two business units: Civil Explosives and Fine Chemicals. We are active in 8 countries and export our products worldwide.

A EUROPEAN LEADER IN CIVIL EXPLOSIVES

Our Civil Explosives business is a leading supplier in Europe, with operations in Switzerland, Germany, Poland, Sweden, Czech Republic, Slovakia, Romania, and Greece. We operate across the full value chain – from the production and distribution of explosives to drilling and blasting services. Our customers range from multinational to local companies in the quarrying, mining, tunnelling, and construction sectors. With strong industrial assets, a deep safety culture, and decades of technical expertise, SSE is recognized for its reliability and adaptability in demanding environments.

SPECIALIZED EXPERTISE IN FINE CHEMICALS

Our Fine Chemicals division, marketed under the Valsynthese brand, has developed over the past 55 years into a trusted partner for the chemical and pharmaceutical industries. Specializing in custom synthesis and contract manufacturing, it focuses on energetic and highly hazardous chemistry. Our manufacturing facilities in the Swiss Alps – both ISO and cGMP certified – produce advanced intermediates, APIs, and regulated substances with DMF registration, supporting clients in complex, high-value developments.

EVOLVING TO MEET TOMORROW'S EXPECTATIONS

With annual sales of around CHF 180 million and a team of over 700 employees, SSE continues to build on its industrial legacy while adapting to new expectations. In this ongoing transformation, we are evolving toward becoming a sustainable, innovative, and premium service provider – creating long-term value for our clients, our industry, and the planet.

To reinforce our commitment and accelerate the implementation of concrete actions, we launched, in 2024 **RESONANCE**—our strategic ESG program.

RESONANCE serves as our guiding force, integrating sustainability, social responsibility, and corporate governance into every aspect of our operations across all SSE countries.



TRANSITIONING FROM AN EXPLOSIVE MANUFACTURER TO A COMPREHENSIVE SERVICE PROVIDER, PUSHING BEYOND THE BOUNDARIES TO ULTIMATELY EVOLVE INTO A SUSTAINABLE, INNOVATIVE, AND PREMIUM SERVICE PROVIDER



DRIVEN SUSTAINABLE TRANSFORMATION AT SSE GROUP

The **RESONANCE** program: a catalyst for sustainability

TRANSFORMATION

The world is undergoing unprecedented social, environmental, and economic transformations. Preserving the planet and its resources for future generations has become a shared global responsibility. As key players in the mining, construction, and fine chemicals sectors, companies like SSE Group are called upon to lead the transition toward a more energy-efficient, ecological, and ethical future.

With over 130 years of industrial heritage, SSE Group has built its reputation on strong values grounded in respect for individuals. These values continue to guide decisions and inspire action across all levels of the organization. As sustainability has evolved from a peripheral concern to a strategic priority, SSE has embraced this shift – certifying sites under the ISO 14001 environmental management standard and implementing numerous local initiatives to support employees and surrounding communities.

In 2023, SSE Board of Directors deepened its commitment by embedding sustainability at the core of its business model. The senior management team revisited and refined the Group's *Vision* for 2030, articulated a clear *Purpose*,

and redefined its *Mission* to reflect a stronger alignment with long-term sustainability ambitions. In parallel, SSE developed a comprehensive ESG strategy, underpinned by ambitious roadmaps, measurable targets, and performance indicators. This transformation laid the foundation for the launch of the **RESONANCE** program in 2024 – a strategic, group-wide initiative designed to accelerate the integration of sustainability across all subsidiaries.

A FORWARD-LOOKING POSITION ROOTED IN ACCOUNTABILITY TO FUTURE GENERATIONS

With more than a century of expertise, SSE has become a trusted leader in the Civil Explosives and Fine Chemicals sectors. This legacy of industrial and technical excellence, combined with a forward-looking ESG mindset, uniquely positions the Group to shape the future of its industries – responsibly, inclusively, and sustainably.

RESONANCE marks a defining step in SSE's ESG journey. It establishes a unified governance framework to coordinate, oversee, and amplify sustainability efforts across the Group – ensuring that ESG principles are fully embedded in its long-term strategy and value creation model.



OUR 2030 VISION, PURPOSE AND MISSION



VISION

„Our vision is **to be the pioneer in innovative and sustainable solutions**, to build long term profitable businesses for the civil explosive and fine chemicals sectors.“



PURPOSE

„Together we can be accountable for future generations by inspiring **positive impact** in Civil Explosives and Fine Chemicals shaping cutting-edge, safe, inclusive and environmental consciousness solutions.“



MISSION

„Our mission is **to deliver innovative, responsible high-quality products, technologies and tailored made services** for Civil Explosive and Fine Chemicals sectors. We empower our people to become active ambassadors for **positive change** and to partner with our customers and suppliers on the journey towards **greener, inclusive and more efficient operations**.“

ESG RESONANCE GOVERNANCE

Embedding ESG at every level – from strategic oversight to operational excellence



From left to right: Markus Scheller, Franziska Tschudi Sauber, Daniel Antille, Raymond Loretan, Thomas Gasser, Adrien Ramelet, Caroline Kuyper

“Under the banner of the **RESONANCE** program, the entire SSE Group moves forward with one shared ambition: to pioneer innovative and sustainable solutions that build long-term, profitable businesses for the Civil Explosives and Fine Chemicals sectors. Together, we act with a strong sense of responsibility—toward people, the environment, and future generations. We are proud to support a strategy that not only drives performance but also inspires positive change and multiplies its impact throughout our value chain. This is the essence of the **RESONANCE** effect.”

SSE Group Board Members



From left to right: Isabelle Gayral Boschung, Blaise Deppierraz, Lucia Mafrici, Gilles de Preux, Max Lauwiner, Thomas Bornheim, Agnieszka Gasiorowska, Marcin Rzeminski, Neil Kirby

“As members of the **Resonance Committee**, we represent diverse functions and geographies — yet we are aligned by a common goal: making sustainability actionable, measurable, and embedded in our daily work. Our role is to ensure coordination across projects, support local ownership, and bring consistency to the way we apply the **RESONANCE** strategy on the ground. Together, we are building a culture of accountability and innovation that supports the Group’s ambition — not just in words, but through real progress across all pillars of our ESG roadmap.”

RESONANCE Committee Members



A STRUCTURED GOVERNANCE MODEL TO DRIVE IMPACT AND ENSURE LONG-TERM ACCOUNTABILITY

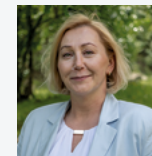
From its inception, the governance of the **RESONANCE** initiative has been a strategic priority.

A dedicated governance framework was established to ensure that decision-making aligns with market needs, functional expertise, and operational sensitivities.

To achieve this, a seven-member executive committee was appointed to oversee the implementation of the group-wide strategy. This committee is also empowered to make necessary adjustments in response to evolving priorities and challenges. Beyond strategic oversight, the committee holds ultimate accountability for monitoring and supporting all projects under the **RESONANCE** initiative.

At the group level, the initiative falls under the responsibility of the Group CEO, who serves as the Program Director and regularly updates and reports to the Group Board.

The coordination and management of all actions and projects are led by Ms. Agnieszka Gasiorowska, with independent strategic advisory support provided by Ms. Isabelle Gayral Boschung from NewElement. This governance structure ensures a balanced approach, integrating strong internal leadership with external expertise.



“Leading the **RESONANCE** program means translating our Group’s purpose into action—across countries, cultures, and business lines. The strength of this initiative lies in its ability to connect strategic vision with day-to-day reality. Thanks to our internal teams, expert partners, and the strong governance we’ve built, we are embedding ESG deeply and pragmatically into how SSE operates. **RESONANCE** is not just a sustainability program—it is becoming a shared mindset, a compass for decision-making, and a foundation for long-term resilience.”

Agnieszka Gasiorowska,
ESG Manager SSE Group



Group **RESONANCE** Committee



**UNLOCK
INNOVATION**



PILLAR 1: UNLOCK INNOVATION

**WE BELIEVE THAT INNOVATION IS A GAME
CHANGER TO BUILD EFFICIENT AND
SUSTAINABLE SOLUTIONS IN THE CIVIL
EXPLOSIVE AND FINE CHEMICALS
SECTORS**

WE WILL ENHANCE AND UNIFY EFFORTS TO ACCELERATE SUSTAINABLE INNOVATIONS AND SCALE UP THEIR IMPLEMENTATION TO CREATE POSITIVE IMPACT

Innovation is essential to long-term competitiveness and resilience in an evolving industry that demands a balance of process optimization, safety, and forward-thinking solutions. At SSE, progress is driven by our ability to improve efficiency and expand responsible product offerings. By investing in research, AI, digitalization, and advanced technologies, we aim to accelerate the shift toward more sustainable industrial practices while ensuring operational excellence.

2030 Goals: We will continue to develop every year partnerships and solutions to help the civil explosive and fine chemicals sectors to transition to greener technologies:

- By 2025, we will create the SSE Science Academy for employees of the group, and we will engage with external organisations to boost innovation
- By 2025, we will develop AI-based solutions
- By 2026, we will implement first AI-based solutions



CHALLENGES & OPPORTUNITIES

The Civil Explosives and Fine Chemicals sectors are undergoing rapid transformation, driven by tighter regulations, rising safety expectations, and shifting market demands. However, these challenges present significant opportunities for us. By enhancing AI, automation, and eco-efficient alternatives, we are improving performance,

lowering our environmental footprint, and developing high-value solutions. As the industry transitions toward integrated, system-based approaches, SSE is well-positioned to lead with advanced capabilities and anticipate stakeholder needs.

OUR APPROACH

To embed innovation at the core of its strategy, SSE has developed an approach based on three key levers that drive transformation and industry leadership. These levers

enable the company to expand its portfolio, enhance operational efficiency, foster collaboration, and integrate advanced digital solutions.

OUR LEVERS OF ACTIONS TOWARDS 2030

1. PRODUCT & SERVICE INNOVATION

Expand SSE's greener portfolio through R&D and partnerships while integrating innovative processes to boost efficiency and sustainability.

2. SSE SCIENCE ACADEMY

Build a structured learning and innovation ecosystem to enhance expertise, strengthen internal technical and leadership skills, and connect with experts, startups, customers, and partners to foster collaboration.

3. AI-BASED SOLUTIONS & BUSINESS INTELLIGENCE

Pioneer AI-driven technologies to optimize operations, enhance safety, and drive the transition to greener solutions. Design and integrate business intelligence solutions as a key enabler of smarter decision-making, greater efficiency.



"Innovation is the driving force behind a sustainable future. At SSE, we are not just adapting to change—we are leading it. By harnessing AI, fostering scientific expertise, and collaborating with key partners, we are shaping the next generation of greener, safer, and more efficient solutions. Our commitment to unlocking innovation ensures that we stay ahead, not just for our business, but for the industries and communities we serve".

Gilles de Preux,
CEO SSE Group
RESONANCE program Director



OUR ACTIONS: GROWING EXPERTISE FOR OUR PEOPLE

Our strategic pillar “Unlock Innovation” is based on a simple idea: real change starts with people. This section presents one of our main actions – the SSE Science Academy. The Academy helps our employees develop new skills, share knowledge, and learn how to work in more innovative and sustainable ways. It gives our teams the tools they need to improve how we work and to build a better future for our company and the planet.



“At SSE, our employees are our greatest asset. The SSE Science Academy is our commitment to their growth, providing structured development through training, mentoring, e-learning, conferences, communication, and incentives. Launching in Q2 2024, we will first focus on training blasting engineering staff and establishing dedicated mentors. This initiative strengthens our expertise, fosters innovation, and supports SSE’s long-term success.”

Marcin Rzeźniński,
CEO SSE Polska
SSE Science Academy Project Sponsor

SSE SCIENCE ACADEMY KEY HIGHLIGHT

Launched in 2024, the SSE Science Academy is now being rolled out across both Civil Explosives and Fine Chemicals. It offers tailored learning paths and mentoring to meet technical, safety, and sustainability goals. Early modules focus on digital tools, compliance, and cross-functional skills – helping employees grow while supporting SSE’s long-term transformation.

FINE CHEMICALS FOCUS

In Fine Chemicals, the Academy supports internal expertise by aligning technical skills with evolving business needs and regulatory standards.

A comprehensive competency matrix has been implemented across all departments, facilitating compliance, career development, and operational efficiency.

The training system also reinforces green chemistry practices and supports long-term strategic growth.

EXPECTED IMPACT:

- Strengthened technical skills and regulatory alignment
- Improved operational safety and knowledge transfer
- Promote sustainable and compliant chemical practices
- Raise talent retention and internal career pathways



“The SSE Science Academy will be a strong driver of employee empowerment, excellence in fine chemicals, and sustainability through learning, innovation, and collaboration.”

Dr. Max Lauwiner,
CEO Valsynthese
SSE Science Academy Project Sponsor

CIVIL EXPLOSIVES FOCUS

In Civil Explosives, the Academy is structured around six pillars, with an open-access e-learning platform launched in April 2025. Engineers will be the first to benefit, gaining access to tailored modules, mentoring, and cross-functional collaboration tools. This structure fosters innovation, agility, and internal consistency across engineering teams.

EXPECTED IMPACT:

- Strengthened technical capabilities in field operations
- Improved inclusion through equal access to learning opportunities
- Development of internal mentoring and knowledge-sharing networks
- Long-term resilience through employee retention and skill mobility





OUR ACTIONS: ENHANCING EFFICIENCY, CREATIVITY, AND SUSTAINABLE IMPACT

As part of our ambition to unlock innovation, SSE is leveraging the power of Artificial Intelligence to accelerate transformation across its operations. In partnership with Visium, we launched a Group-wide initiative to explore how AI can drive smarter workflows, reduce environmental impact, and unlock new sources of value. By combining advanced technologies with employee-driven ideas, we are developing scalable solutions that enhance efficiency, improve decision-making, and reinforce our position as a high-performing, forward-thinking premium service provider in Civil Explosives and Fine Chemicals.



"Thanks to the targeted and thoughtful use of Artificial Intelligence (AI), we can apply our knowledge and expertise even more precisely and sustainably. By overcoming geographical and language barriers, we can optimize and further develop our employees and organization, while creating more value for our customers. Most importantly, AI enables us to use our resources more efficiently and generate positive impact."

Markus Troger,
CBDO SSE Group
AI-based solutions Project Manager

AI-INNOVATIONS KEY HIGHLIGHT



DRIVING INNOVATION FOR IMPACT

SSE encourages employee-led innovation to improve operational performance and sustainability across its value chain. Through our internal challenge, we recognize forward-thinking projects that combine technology, efficiency, and responsible resource use. In Q1 2025, the following winning initiatives were selected for their tangible contribution to our innovation and sustainable goals:

SMARTER MAINTENANCE, LESS WASTE

Predictive Maintenance - Christian Trepp, Mateusz Kaczmarczyk, Mateusz Rum

By applying predictive technologies, this initiative aims to reduce unplanned breakdowns and downtime.

OPTIMIZING SERVICES WITH AI

Drill & Blast Optimization and Economic Service Optimization - Lukasz Kordyzo, Michael Ludwig, Thomas Moser, Zbigniew Cichocki

Leveraging AI and cross-border collaboration, this project boosts service performance across the entire value chain. This initiative enhances service performance across the entire value chain by integrating AI and fostering international teamwork.



AI-POWERED COMMUNICATION FOR ALL

Communication Facilitator - Blaise Deppierraz

This initiative breaks down language barriers across SSE sites by introducing AI-driven tools for seamless written and spoken communication.



OUR ACTIONS: TURNING DATA INTO SMARTER DECISIONS

At SSE Group, we see Business Intelligence as a key enabler of innovation, performance, and sustainability.

As our operations grow in scale and complexity, the ability to transform data into clear, actionable insights is critical.

By embedding data-driven thinking into our processes, we are not only boosting efficiency but also reinforcing our sustainability goals: reducing waste, increasing transparency, and building a more resilient, insight-led organization.

BIG DEAL reflects our commitment to innovation with purpose – where every data point helps drive lasting value.



“Big Deal marks a strategic shift in how we manage and leverage data to drive performance. By making high-quality, real-time information accessible across the Group, we’re not only accelerating decision-making — we’re reducing complexity, increasing accountability, and unlocking new sources of value. This initiative lays the foundation for smarter, more resilient operations and supports our long-term ambition to embed sustainability at the core of our business.”

Pierre Zuffrey,
CFO SSE Group
Big Deal Project Sponsor

BIG DEAL **KEY HIGHLIGHT**

Big Deal is a forward-looking Business Intelligence (BI) initiative designed to elevate how we use data – by centralizing information, enhancing reporting capabilities, and supporting real-time analysis. This project enables a shared language of performance across the organization, empowering teams at all levels to make faster, better-informed decisions.

EXPECTED IMPACTS

- **Smarter Decision-Making**
A robust BI solution delivers timely, data-driven insights, empowering executives and teams to make faster, more strategic, more sustainable, and better-informed decisions.
- **Greater Operational**
EfficiencyAutomating data collection, reporting, and analysis reduces manual workloads, minimizes human error, mitigates sustainability impacts, and streamlines business processes across the Group.
- **Stronger Competitive**
EdgeDeeper visibility into market trends, customer needs, and business performance enables SSE to anticipate changes, innovate proactively, and stay ahead in a dynamic landscape.



“The success of Big Deal relies on close collaboration between business, IT, and field teams. Our goal is to deliver a simple, powerful, and scalable tool that supports both day-to-day decision-making and long-term transformation. This project shows how data, when used wisely, can become a true accelerator of efficiency, innovation, and sustainability.”

Jacek Balon,
EEM Controller SSE Group
Big Deal Project Manager



CARING FOR OUR PEOPLE



PILLAR 2: CARING FOR OUR PEOPLE

**WE BELIEVE THAT EVERY EMPLOYEE IS
UNIQUE AND CAN BRING VALUE TO OUR
BUSINESS AND FOR THE SOCIETY**

WE AIM TO BECOME ONE OF THE PREFERRED EMPLOYER IN CIVIL EXPLOSIVE AND FINE CHEMICALS SECTORS

A thriving company is built on the well-being, engagement, and development of its people. In an industry that demands technical expertise, safety, and innovation, creating a high-performing and inclusive workplace is essential to attracting and retaining top talent.

2030 Goals: We aim to become one of the preferred employer in civil explosive and fine chemicals sectors, empowering our people while leaving no one behind:

- By 2026, we will ensure the salary gender equality treatment in all our operations
- By 2027, we will reach high level of employee satisfaction in regards of their quality of life at work
- By 2028, we will have improved career development program will be provided to talented and well performant employees

CHALLENGES & OPPORTUNITIES

As the Civil Explosives and Fine Chemicals industries evolve in response to rapid technological advances, rising regulatory demands, and changing workforce expectations. Attracting, developing, and retaining skilled talent has become both a critical challenge and a strategic opportunity. Today's employees seek more than a job – they expect purpose, continuous learning, and equitable career pathways.

We view this shift as a chance to position ourselves as an employer of choice. We are investing in future-ready expertise through targeted training, digital learning, and leadership development. At the same time, we are strengthening knowledge-sharing, mentoring, and upskilling to ensure our teams remain agile, high-performing, and aligned with our long-term goals.

OUR APPROACH

At SSE, we are committed to creating a workplace where employees feel valued, supported, and empowered. To achieve this, we have identified four key levers to enhance well-being, foster diversity, and support professional

growth. By improving working conditions, strengthening gender equality, empowering talent, and expanding access to social services, we aim to build a more inclusive, fulfilling, and sustainable work environment for all.

OUR LEVERS OF ACTIONS TOWARDS 2030

1. ENHANCE WORKING CONDITIONS

Provide quality of life at work, work life balance, biophilia offices to enhance employees' satisfaction, and productivity, while providing more friendly work environment.

2. STRENGTHEN GENDER EQUALITY

Promote diversity at all levels of the organisation, implementing opportunities to enhance gender equality.

3. EMPOWER TALENTED EMPLOYEES

Design and implement in all the organisation personal development programs and talent career paths.



"The future of our industry depends on our ability to attract and develop diverse talent. Too often, Civil Explosives and Fine Chemicals are seen as traditional sectors, but we have the power to change that perception. By creating an environment where every employee's uniqueness is valued, where innovation meets purpose, and where women have a real and growing role to play, we can make this industry even more dynamic, inclusive, and inspiring. Our ambition is to not only be a great employer but to set a new standard—one where passion, talent, and diversity drive the future."

Dr. Max Lauwiner,
CEO Valsynthese
Caring for our People Pillar Leader



OUR ACTIONS: ADVANCING GENDER EQUALITY ACROSS THE GROUP

At SSE Group, we believe that inclusive workplaces are essential for long-term success.

As part of our strategic commitment to “Care for Our People,” we are rolling out a Group-wide Gender Equality Program, starting with a pilot in Switzerland.

The initiative aims to ensure that all employees – regardless of gender – have equal access to opportunities, recognition, and support. By addressing pay equity, representation, and workplace well-being, we are working to embed gender equality into our culture, policies, and leadership practices across all markets.



“At SSE, we believe that true progress comes from fostering a workplace where everyone has an equal opportunity to thrive. Leading the Swiss pilot for our Gender Equality Program is an inspiring journey, as we actively work towards closing gender pay gaps, providing dedicated support, and empowering women through training and leadership initiatives. While this is just the beginning of a broader transformation, I am proud to be part of a company that translates commitment into action.”

Patricia Ruffiner,
Head HR SSE Switzerland/Valsynthese
Gender Equality Project Manager (Swiss Market)

GENDER EQUALITY KEY HIGHLIGHT

SSE's Gender Equality Program began with a pilot in Switzerland and marks the first step in a broader transformation. The initiative aims to improve internal policies, strengthen gender representation, and ensure fair working conditions – all while complying with legal and organizational standards. The goal is to embed a culture of equity and inclusion throughout the Group.

FIRST ACHIEVEMENTS

- On the occasion of International Women's Day, SSE Switzerland and Valsynthese launched an official dialogue with women employees to assess their needs and co-design a dedicated empowerment roadmap
- Deployment of trained trust persons to support and guide employees
- Preparation of a second equal pay analysis to validate and build on initial results

EXPECTED IMPACTS

- Greater inclusivity and gender equality across all markets
- Improved access to leadership and development opportunities for women
- Stronger employee trust and engagement through transparent processes



“The Swiss pilot is laying the groundwork for a broader transformation at SSE. As we prepare to scale this Gender Equality Program across all our markets, our focus is on ensuring impactful and lasting change. I am excited to lead this next phase and make gender equality a core pillar of our global culture.”

Blaise Deppierraz,
Group HR Manager SSE Group
Gender Equality Project Manager (SSE Group)



CLIMATE ACTIONS



PILLAR 3: CLIMATE ACTIONS

**WE BELIEVE THAT ONLY LOW CARBON &
REGENERATIVE ECONOMIC MODELS WILL
ENSURE SUCCESSFUL BUSINESS
GROWTH IN THE FUTURE**



WE WILL REDUCE EMISSIONS THROUGHOUT OUR VALUE CHAIN, WHILE PRESERVING ENVIRONMENT AND NATURA RESOURCES

Our climate journey began several years ago, but we are now taking decisive action across our entire value chain to accelerate efforts in addressing both the causes and consequences of climate change. By measuring and reducing our carbon emissions, we aim to actively contribute to the global climate agenda.

2030 Goals: We will accelerate the decarbonization of our value chain by implementing series of actions in all our operations:

- By 2025, we will deliver our first carbon footprint at group level, and we will continue to reduce significantly our carbon emissions.
- By 2030, we will invest in renewable or decarbonized energy in most of our operations.

By 2050, we will contribute to the NetZero carbon emission agenda by reducing our emissions across our value chain accordingly.



CHALLENGES & OPPORTUNITIES

Climate change demands urgent, collective action from businesses, governments, and communities. As a key industry service provider, SSE recognizes its responsibility to reduce emissions, adopt sustainable practices, and drive a resilient, low-carbon economy. Operating at the intersection of customer expectations, regulations, and environmental responsibilities, SSE faces challenges

in balancing sustainability with efficiency, renewable transitions, and financial investments. However, these challenges also present opportunities—enhancing customer value through low-carbon solutions, optimizing operations, and leveraging green technologies and partnerships to build a sustainable future.

OUR APPROACH

To achieve our climate action objectives, SSE has identified three key levers that will accelerate our decarbonization while preserving natural resources: Decarbonizing Our Value Chain, Sustainable Management of the Environment, and Embracing Circularity. These strategic focus areas enable us to systematically reduce emissions, enhance

resource efficiency, and transition toward a more sustainable economic model. Through targeted initiatives and best practices, we are integrating sustainability into our business operations, ensuring measurable progress for our customers, stakeholders, and the broader environment.

OUR LEVERS OF ACTIONS TOWARDS 2030

1. DECARBONISE OUR VALUE CHAIN

Decarbonise the entire value chain to contribute to the Net Zero climate agenda.

2. SUSTAINABLE MANAGEMENT OF THE ENVIRONMENT

Preserve natural capital resources & regenerate it, when possible, through partnerships.

3. EMBRACE CIRCULARITY

- Accelerate adoption of circular models & solutions
- Use of recyclable / reusable / recycled material when possible
- Waste management



"At SSE, our journey towards decarbonization begins with a clear understanding of our impact. Establishing our first carbon footprint was a crucial step in setting a solid foundation for meaningful action. With this knowledge, we are now focused on developing a pragmatic and effective action plan to accelerate the reduction of emissions across our operations. Sustainability is not just a commitment—it's a continuous effort to innovate, improve, and align our business with a lower-carbon future. By taking concrete steps today, we are shaping a more responsible and resilient tomorrow."

Agnieszka Gasiorowska,
ESG Manager SSE Group
Climate Actions Pillar Leader



OUR ACTIONS: DRIVING THE TRANSITION TO LOW-CARBON AND REGENERATIVE BUSINESS MODELS

In 2024, SSE took a major step toward climate responsibility its first full carbon footprint assessment across the entire value chain. This milestone provides a solid foundation for transparent monitoring and continuous improvement, reinforcing our accountability to long-term sustainability goals.

To complement this strategic vision, we have also launched immediate action in the field: pilot decarbonization projects in Poland and Romania are testing practical solutions to reduce emissions in operations.

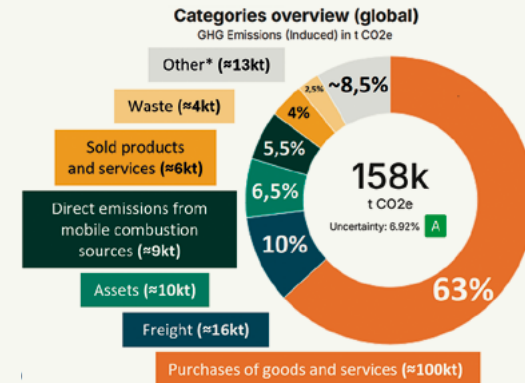
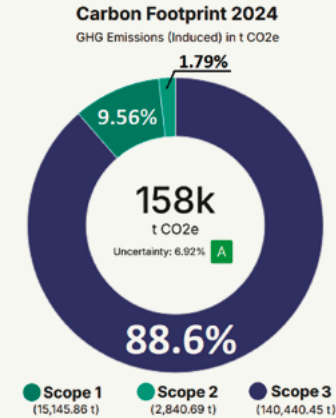
Together, these efforts mark the beginning of a broader transformation – combining data, impact, and operational action to shape a more sustainable future for the planet, our customers, and our industry.



"At SSE, we approach carbon reduction with clear priorities: act now and plan for the long term. By assessing our full value chain carbon footprint, we've established a concrete baseline to guide progress and track results. In parallel, pilot decarbonization projects in SSE Polska and SSE Romania are already driving measurable cuts in operational emissions. These efforts are helping us integrate low-carbon practices into day-to-day operations while preparing for future regulatory and market shifts."

Neil Kirby,
Project Controller SSE Group
Decarbonization Project Sponsor

CARBON FOOTPRINT KEY HIGHLIGHT



SSE VALUE CHAIN – CIVIL EXPLOSIVE & FINE CHEMICALS



DECARBONISATION JOURNEY WITHIN SSE OPERATIONS



"At SSE, we are taking concrete steps to reduce our operational emissions while ensuring business efficiency. By implementing practical, short- and mid-term decarbonisation measures across our markets, we are making sustainability an integral part of our operations. These initiatives are not just about compliance—they drive real impact for our business, customers, and the environment."

Thomas Bornheim,
CEO SSE Germany



"Decarbonisation requires both strategic vision and immediate action. Our projects at SSE Explo Romania aim to demonstrate that emissions reductions are achievable today, with tangible returns in the mid-term. By raising reliability, cutting costs, and reducing pollution—through practical measures like switching to LED lighting—we show that impact starts with execution. Scaling these efforts across our markets strengthens SSE's contribution to the global climate agenda."

Marius Sava,
CEO SSE Explo Romania

SSE DECARBONISATION GUIDEBOOK: DRIVING NEXT STEPS ACROSS MARKETS

Building on the progress achieved so far, SSE is now focused on scaling its decarbonisation efforts with a structured and actionable approach. The next phase targets operational practices and investment opportunities across different markets, prioritising short- and mid-term emission reduction measures by developing and implementing actionable roadmaps.



DECARBONISATION IN MARKETS KEY HIGHLIGHT



SSE SWITZERLAND

- Scaling Bovaer® production capacity to meet market demand and dramatically reduce cows' greenhouse gas emissions.
- Climate-friendly products: Scaling HYPEX Bio production to meet market demand for low-carbon.
- Installing PV panels on the administrative building to harness solar power



SSE EXPLO SWEDEN

- SSE Electric Fleet: A Logical Transition Powered by Renewable Energy



SSE EXPLO ROMANIA

- Enhancing reliability, lowering costs, and reducing emissions—starting with a full switch to energy-efficient LED lighting.



CB DESTRUKCE CZECH REPUBLIC

- Modern Machines for a Greener Planet
- Roof renovation for better energy efficiency



SSE DEUTSCHLAND

- Fossil Shift through Fleet Electrification
- Solar Shift: Transitioning to Renewable Energy



SSE POLSKA

- Heating & Water Optimization: Advancing Natural Resource Efficiency

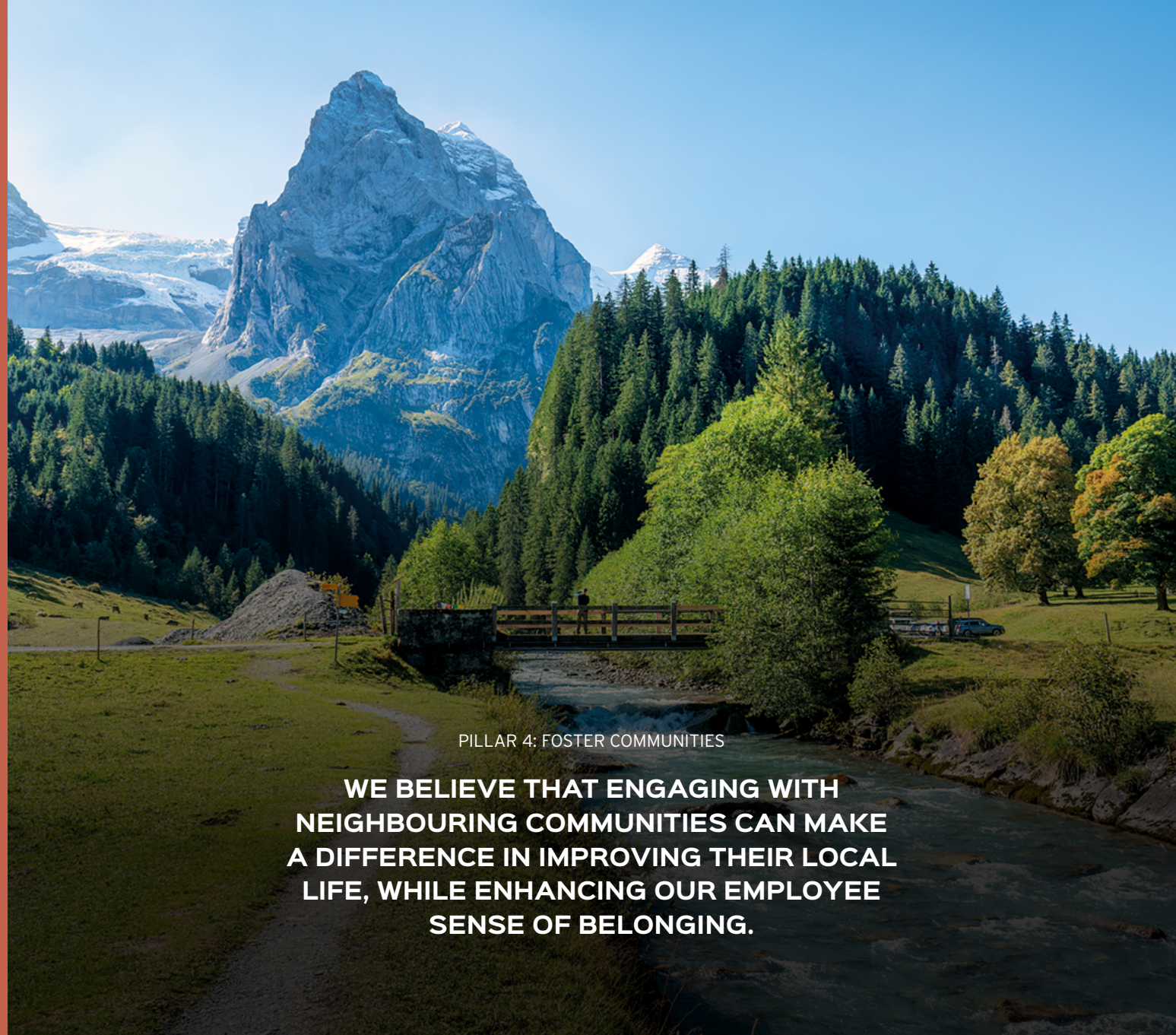


SSE SLOVAKIA

- Waste Management: Committed to ISO-Compliant Sustainability



FOSTER COMMUNITIES



PILLAR 4: FOSTER COMMUNITIES

**WE BELIEVE THAT ENGAGING WITH
NEIGHBOURING COMMUNITIES CAN MAKE
A DIFFERENCE IN IMPROVING THEIR LOCAL
LIFE, WHILE ENHANCING OUR EMPLOYEE
SENSE OF BELONGING.**

WE WILL SUPPORT COMMUNITIES' LIVING CONDITIONS BY FOSTERING LOCAL DEVELOPMENT, PROMOTING SOCIAL WELL-BEING, AND EXPANDING ACCESS TO LOCAL OPPORTUNITIES

Fostering strong, engaged communities is fundamental to driving sustainable impact. In an industry that operates at the intersection of innovation, safety, and environmental responsibility, building trust and creating shared value with local communities is essential.

2030 Goals & Milestones:

- By 2025, we will create the OUR RESONANCE Foundation to finance local Innovative, social, environmental initiatives in and around our operational sites.
- By 2027, our aim is to encourage our employee recruitment and suppliers to come from regions where we operate.

CHALLENGES & OPPORTUNITIES

We see the challenge of improving the daily lives and livelihoods of local communities as a core part of our responsibility. It's more than a social expectation – it's a value we uphold: the belief that a company must act positively and leave a lasting impact in the societies where

it operates. By supporting local development, promoting social well-being, and creating access to opportunities, we aim to make a difference where it matters most. This pillar gives deep meaning to our actions – and remains a source of pride and purpose for our teams.

OUR APPROACH

At SSE, we foster thriving communities through three key levers: the SSE Foundation, which drives social and environmental impact; local engagement, where employees actively participate in community life; and business development, supporting local talent, suppliers, and partnerships. Together, these actions create lasting, meaningful change beyond our business.

By embracing these efforts with humility and pragmatism, we ensure that our presence creates lasting, meaningful impact beyond our business. This is the essence of **RESONANCE**—turning responsibility into action, and action into lasting change, making a real difference that continues to benefit future generations

OUR LEVERS OF ACTIONS TOWARDS 2030

1. OUR RESONANCE FOUNDATION

- Actively engages employees and local communities by putting the values of responsibility and environmental stewardship into practice

2. ENGAGING WITH LOCAL COMMUNITIES' LIFE

- Support and actively participate to neighbouring communities' social events or projects for improving local development and livelihoods.

3. PROMOTING LOCAL BUSINESS DEVELOPMENT

- Promoting local talent recruitment
- Encouraging with local performant suppliers
- Developing local partnerships with local stakeholders (Business associations, start-ups, ...).



"Since the end of 2023, we have been driving forward our ESG initiative, **RESONANCE**, to inspire and guide the next chapter of our Group's development. Our aspiration to be a pioneer in innovative and sustainable solutions extends beyond our business—it is about creating a lasting, positive impact on the communities around us. Through the Foster Communities pillar and the **RESONANCE** Foundation, we are committed to strengthening local engagement, supporting economic development, and fostering meaningful connections. Together, we have the power to drive change that resonates far beyond our organization, shaping a more sustainable future for all."

Gilles de Preux,
CEO SSE Group
OUR RESONANCE Foundation President



OUR ACTIONS: SUPPORTING LOCAL IMPACT WITH PURPOSE

SSE Group is strengthening its local impact by focusing on two key priorities:
Launching the "OUR RESONANCE" Foundation

The new foundation transforms our sustainability values into action. By supporting environmental, innovative, and social initiatives, it empowers employees and local communities to improve quality of life, encourage responsible development, and create lasting, positive impact where SSE operates.

Strengthening Community Ties and Local Economies

We actively contribute to social events, cultural programs, and community development projects. Through volunteering, sponsorships, and partnerships, we foster local employment, supplier engagement, and sustainable business practices – reinforcing social cohesion and shared value creation.



"The OUR RESONANCE Foundation is a strategic milestone in SSE's commitment to responsible growth. By formalizing our engagement in community development and environmental stewardship, we are strengthening our role as a trusted partner to the communities we serve. As a Foundation Board member and a key contributor to its design, concept, and statutes, I am proud to see SSE turn responsibility into action, creating tangible, lasting impact beyond our core business".

Adrien Ramelet,
 Board member SSE Group
 OUR RESONANCE Foundation Board Member

COMMUNITY ENGAGEMENT



OUR RESONANCE FOUNDATION KEY HIGHLIGHT

The **OUR RESONANCE** Foundation was created to amplify SSE Group's commitment to positive impact at the local level. Operating as a non-profit entity, the foundation provides financial support to environmental, innovative, and societal initiatives that contribute to improving the quality of life in the communities where SSE is present. Whether by supporting grassroots projects, partnering

with local associations, or enabling community-led innovation, the foundation serves as a catalyst for inclusive progress.

Its mission is clear: to help turn purpose into action – locally, concretely, and collaboratively.

OUR RESONANCE
 Foundation



**DRIVEN BY OUR
PURPOSE**



PILLAR 5: DRIVEN BY OUR PURPOSE

**WE BELIEVE THAT ONLY COMPANIES LED
BY PURPOSE AND OPEN TO COOPERATE
WITH EXTERNAL STAKEHOLDERS CAN
MAKE POSITIVE IMPACT**

WE WILL BE DRIVEN BY OUR PURPOSE THROUGH AN ESG GOVERNANCE EMBEDDED ACROSS OUR ENTIRE VALUE CHAIN AND PROCESSES

Our conviction is that Companies driven by a clear purpose, where profit and sustainability go hand in hand, achieve greater long-term success. At SSE, our purpose is more than a statement—it guides every decision and shapes how we operate. Through collective action, transparent reporting, and the strategic integration of our sustainability vision, we aim to inspire positive impact, enhance accountability, and embed **RESONANCE** at every level of our organization.

2030 Goals & Milestones:

- As of now, we will focus investment on profitable initiatives that also generate positive impact
- From now on, we will progressively engage in partnerships with expert organizations committed to advancing sustainable transformation.
- By 2027, we plan to voluntarily evolve our ESG reporting in progressive alignment with CSRD, reinforcing our commitment to long-term sustainability goals

CHALLENGES & OPPORTUNITIES

Ensuring that profit and sustainability remain aligned requires a structured approach, strong leadership commitment, and continuous adaptation to evolving regulatory frameworks and stakeholder expectations. The challenge lies in integrating sustainability principles into every decision-making process, fostering collective action across diverse stakeholders, and ensuring transparent, verifiable impact measurement.

However, these challenges also present powerful opportunities:

- By driving collaborative initiatives with business partners, local associations & communities, and

innovation platforms, we can accelerate positive change.

- Strengthening transparent reporting and independent evaluation not only ensures compliance but also enhances trust, accountability, and continuous improvement.
- Most importantly, by fully embedding **RESONANCE** into our governance structures—from the Board to operational teams—we create a resilient, future-proof business where purpose fuels long-term success.

OUR APPROACH

To bring our purpose to life and embed ESG governance across our value chain, we have identified three key

levers of action that will guide our efforts towards 2030

OUR LEVERS OF ACTIONS TOWARDS 2030

1. INSPIRE POSITIVE CHANGES

Promote, set-up and participate to collective actions through membership with NGOs/Associations, our Science Academy and Innovation platform, to enhance sustainable innovations and new behaviours to make possible to combine profit and purpose for a better future.

2. REPORT WITH TRANSPARENCY

Develop a strong monitoring & evaluation reporting process, independently audited. This reporting framework will allow to be legally compliant but also will help us in assessing our progress for continuous improvement of our roadmaps towards positive impact.

3. DRIVEN BY OUR PURPOSE

Our Sustainability strategy & Program **RESONANCE** will be integrated in all steps of our value chain and will be reviewed on regular basis on different level of the organisation (Board, Executive Committee, Resonance Committee).



"Bringing our purpose to life means embedding sustainability into our strategy and daily operations pragmatically and transparently. Clear communication, collaboration, and accountability are key to making this vision a reality. By working with partners, fostering innovation, and strengthening ESG reporting to align with EU framework expectations, we drive long-term progress, trust, and operational excellence, ensuring SSE remains a responsible and forward-thinking industry player."

Lucia Mafrici,
Marketing & Communication Manager Valsynthese
Driven by our purpose Pillar Leader



OUR ACTIONS: ACTIVATING PURPOSE THROUGH COMMUNICATION AND COLLABORATION

Our transversal pillar “Driven by Purpose” focuses on aligning ESG governance, stakeholder collaboration, and strategic coherence across the Group. This section highlights two key enablers of that alignment: meaningful ESG communication to engage employees and partners, and partnerships that translate our values into tangible impact. These actions show how purpose becomes concrete when supported by shared effort, transparency, and innovation.



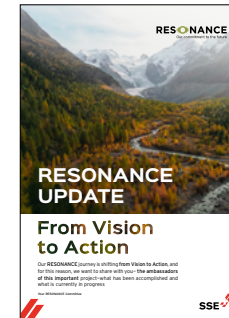
OUR APPROACH TO ESG REPORTING

With the publication of our first ESG report in 2024, SSE Group is taking concrete steps to enhance transparency and structure its sustainability performance. We are progressively aligning our reporting with the CSRD and have launched a Double Materiality Assessment to define our most material ESG topics and guide risk mitigation. In parallel, we are developing an independently audited monitoring and evaluation framework to track progress, improve data reliability, and support contributions to the UN Sustainable Development Goals.

ESG COMMUNICATIONS KEY HIGHLIGHT

ACTIVATING ESG COMMUNICATION TO INSPIRE AND ENGAGE STAKEHOLDERS

With our ESG claim “Our commitment to the future” and our current positioning “From Vision to Action,” our communication strategy is designed to reinforce transparency, demonstrate tangible progress, and engage stakeholders across all levels. The objective is to build awareness around our ESG commitments and mobilize internal and external audiences to become part of this collective journey to a long-term value creation. To activate **RESONANCE**, we adopted a focused and meaningful communication approach. Internally, we shared a visual and accessible update highlighting the latest ESG progress—designed to keep everyone informed, involved, and aligned. Externally, social media and a dedicated website section helped us turn our ESG vision into an open, evolving story—transforming commitment into connection.



First internal **RESONANCE** flyer shared with all SSE Group employees to introduce the program and its flagship initiatives

INSPIRING POSITIVE CHANGE THROUGH PARTNERSHIPS

At SSE Group, partnerships are a catalyst for environmental transformation. We don't just collaborate – we scale innovation with the power to shift industry standards. From cutting methane emissions in livestock farming with Bovaer®, to deploying nitrate-free explosives with Hypex Bio, or enabling safer continuous-flow chemistry through Chemium's MgFlow® technology, each partnership addresses a core sustainability challenge. By combining our industrial capabilities with breakthrough innovation, we turn high-potential ideas into operational solutions – accelerating the transition to safer, cleaner, and more responsible practices across Europe.



SSE Group has proven, through its clear ambition and commitment to genuine sustainability, to be the ideal partner for Hypex Bio. By supporting this ambition with practical and economic actions, SSE has laid out a realistic and dependable roadmap for transitioning to sustainable explosives across Central Europe.

Thomas Gustavsson,
CEO Hypex Bio Explosives Technology AB

WHY RESONANCE?

We chose the name **RESONANCE** to reflect the ripple effect of our actions—how every decision we make today can echo, amplify, and shape the future. Sustainability is not a solo act; it's about connection, amplification, and harmony.

Just like in nature or music, **RESONANCE** evokes an impact that travels, multiplies, and endures. It speaks to the power of aligned intentions—when people, values, and actions come together, their effect becomes stronger, more meaningful, and more lasting.

With the **RESONANCE** ESG program, our goal is to create positive environmental and social impact that will resonate—both locally and globally. It's about transforming our purpose into action and ensuring that each initiative we take moves us closer to a resilient, responsible, and regenerative future.

From Vision to Action—let's resonate together.





**SCOPE, METHODOLOGY
& ANNEXES OF DATA**

METHODOLOGY AND SCOPE OF THE REPORT

SCOPE AND BOUNDARIES OF THE REPORT

This ESG report provides a structured overview of SSE Group's sustainability performance, outlining the parameters that define the reporting period, organizational boundaries, and the methodologies applied in data collection and disclosure.

• Reporting Period:

The data presented in this report covers the period from January 2024 to June 2025. Where relevant, historical data and forward-looking targets are included to provide context and demonstrate progress over time.

• Organizational Boundaries:

The scope of the report includes all entities consolidated in SSE Group's financial statements, i.e., those under the Group's operational control. While we consider impacts across the value chain, this report does not cover the downstream use of our products, as these impacts are disclosed by our customers in their own ESG reporting.

• Methodologies:

ESG data is collected through standardized internal processes, including audits, surveys, and monitoring systems. It is then validated and analyzed using recognized methodologies and performance indicators. Our approach includes:

- **Environmental metrics:** GHG emissions (in CO₂ equivalents), energy consumption, water usage, and waste generation – measured using internal tools and aligned with the Greenhouse Gas Protocol and ISO 14001 environmental management systems.
- **Social metrics:** Indicators such as diversity, inclusion, occupational health and safety, employee engagement, and community involvement – collected via internal surveys and third-party audits.
- **Governance metrics:** Board composition, ethical practices, compliance, and oversight structures – assessed through internal policy reviews and governance audits.
- Where applicable, the report specifies any assumptions (e.g., use of proxies or industry averages) and limitations (e.g., data availability or measurement challenges) to ensure transparency in how results are interpreted.

ALIGNMENT WITH CSRD AND REGULATORY FRAMEWORKS

SSE Group is progressively aligning its ESG disclosures with the Corporate Sustainability Reporting Directive (CSRD) and relevant standards. This alignment is evolving and focuses on building the internal capabilities and processes needed to meet future compliance expectations.

• Methodologies:

In anticipation of the CSRD's requirements, this report begins to reflect key principles of the directive, including:

- **Double Materiality:** SSE Group is currently conducting its first Double Materiality Assessment (DMA), in line with CSRD expectations. The assessment is in progress, and its outcomes will be finalized and disclosed in 2026. It will guide future reporting by identifying which sustainability issues are both financially material and impactful on people and the environment.
- **Progressive Incorporation of ESRS Requirements:** SSE Group is actively working toward the gradual adoption of the European Sustainability Reporting Standards (ESRS). This process will guide the structure and content of future ESG reports, as regulatory obligations evolve and internal readiness is strengthened.

• ISO 14001 Certification:

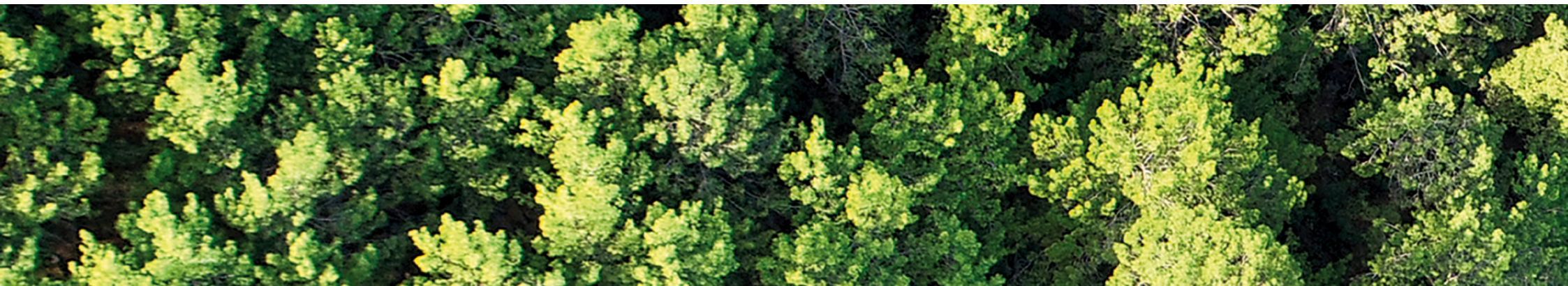
Several SSE industrial sites are certified under ISO 14001, demonstrating the Group's commitment to structured environmental management. This internationally recognized standard supports the reliability and consistency of our environmental performance data.

CONNECTING PERFORMANCE AND PURPOSE: PREPARING FOR ESG-LINKED FINANCIAL DISCLOSURE

This report reflects SSE Group's ongoing journey to align sustainability with business performance. While financial and ESG information are currently presented separately, we are actively laying the groundwork for more connected and transparent reporting in the near future.

A key step in this process is our ongoing Double Materiality Assessment (DMA), which will help identify the sustainability topics that are not only impactful to people and the planet, but also financially material to our business. The results – to be finalized and published next year – will inform future disclosures and strengthen the connection between sustainability initiatives and long-term value creation.

Although this year's report does not yet quantify the financial outcomes of our ESG actions, it clearly outlines the strategic path we are taking. Supported by the DMA and the implementation of the **RESONANCE** roadmap, future disclosures will progressively demonstrate how sustainability, performance, and value creation are truly interlinked.



DOUBLE MATERIALITY ASSESSMENT: BUILDING THE FOUNDATION FOR STRATEGIC ESG PRIORITIZATION

As part of our commitment to progressively align with the Corporate Sustainability Reporting Directive (CSRD), we have launched in Q1 2025 our first Double Materiality Assessment (DMA). This key project will help identify and prioritize the environmental, social, and governance (ESG) issues that are most relevant to our business—both from an impact and financial materiality perspective.

Rather than outsourcing the process, we have chosen a pragmatic, resource-efficient, and internally driven approach, tailored to the specificities of SSE. The assessment is coordinated by a dedicated internal project manager with support from the ESG function, and benefits from expert guidance to ensure alignment with CSRD requirements.

OUR DMA PROCESS INCLUDES:

- **Mapping our full value chain** and describing key activities.
- **Screening and prioritizing sustainability** matters aligned with the 69 topics defined under the ESRS.

- **Engaging internal and external stakeholders** through workshops, interviews, and surveys—capturing diverse perspectives including employees, clients, suppliers, and community representatives.
- **Assessing both actual and potential impacts**, as well as financial risks and opportunities.
- **Developing a clear and auditable documentation** trail to support transparency and enable future iterations.

Stakeholder engagement is central to our methodology, ensuring that identified material topics reflect both business priorities and stakeholder expectations.

The outcome will be a consolidated Materiality Matrix and the design of risk mitigation and impact roadmaps, which will guide our ESG strategy in the coming years.

The assessment is currently ongoing and will be finalized by June 2025. Its results and implications will be published in our next ESG report, contributing to a stronger, evidence-based and forward-looking sustainability narrative.

OUR DOUBLE MATERIALITY PROCESS

To ensure a pragmatic and structured approach, we have designed a clear 6-step process to guide the implementation of our Double Materiality Assessment. This methodology supports internal alignment, effective stakeholder engagement, and the development of actionable outcomes, leading to the final Materiality Matrix and roadmaps to be delivered in June 2025.

- 1 **Mapping the Value Chain**
- 2 **Identification of Sustainability Matters**
- 3 **Impact & Financial Materiality Assessment**
- 4 **Final Materiality Matrix & Roadmaps (June 2025)**
- 5 **Internal Workshop & Validation**
- 6 **Final Materiality Matrix & Roadmaps (June 2025)**

Our 6-Step Roadmap to Double Materiality




Shaping What Matters – DMA Workshop, May 8. An interactive session bringing together teams to define what truly matters for our impact and long-term resilience.

Participants: Daniel Antille, Thomas Bornheim, Blaise Deppierraz, Gilles de Preux, Korneliusz Duda, Isabelle Gayral Boschung, Neil Kirby, Max Lauwiner, Lucia Mafrici, Marcin Rzeminski, Markus Troger.




SSE RESONANCE PERFORMANCE DASHBOARD 2024

Strategic pillar 1

 Unlock innovation	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
INDICATORS						
SSE Science Academy						ESG Reporting Rationale
Launch of the development of a platform dedicated to enhance internal competencies and fostering future-ready talent.	✓	2024	SDG 4.4, SDG 8.5, SDG 9.5	Own Workforce / Strategy	ESRS S1-1, ESRS SBM-3, ESRS G1-3	Skills development, future talent, innovation strategy
AI Innovation Program						ESG Reporting Rationale
AI Innovation contest launched through all SSE markets leading to the selection of 4 projects to be implemented	✓	2024	SDG 8.2, SDG 9.5, SDG 12.6	Strategy & Innovation	ESRS SBM-3, ESRS SBM-1, ESRS G1-3	AI innovation as a sustainability driver in core business
Big deal Business Intelligence project						ESG Reporting Rationale
First exploration to develop a project to centralise data and enabling real-time, sustainable, decision-making across the Group	✓	2024	SDG 9.c, SDG 12.6, SDG 13.3	Digitalisation / Climate	ESRS E1-2, ESRS SBM-3, ESRS G1-3	AI-powered, real-time, sustainability-aligned decision-making

Strategic pillar 2

 Caring for our people	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
INDICATORS						
Workforce and Inclusive Workplace		2024		Own Workforce	ESRS S1	ESG Reporting Rationale
Full-time M	611	2024	SDG 8.5		ESRS S1-6 AR.50a	
Full-time F	87	2024	SDG 8.5		ESRS S1-6 AR.50a	
Full time Total	698	2024	SDG 8.5		ESRS S1-6 AR.50a	Provides a breakdown of standard employment contracts by gender, supporting analysis of workforce stability and inclusion
Part-time M	29	2024	SDG 8.5		ESRS S1-6 AR.50a	
Part time F	33	2024	SDG 8.5		ESRS S1-6 AR.50a	
Part-time Total	62	2024	SDG 8.5		ESRS S1-6 AR.50a	Captures flexibility and potential precarity in employment structures, with a gender lens

Total internal Employees M	640	2024	SDG 8.5		ESRS S1-6 AR.50a	
Total Internal Employees F	120	2024	SDG 8.5		ESRS S1-6 AR.50a	
Total Employees	760	2024	SDG 8.5		ESRS S1-6 AR.50a	Reflects the internal workforce structure by gender, essential for measuring equity and representation
Total Contractors M	11	2024	SDG 8.5, SDG 12.6		ESRS S1-6 AR.50a	
Total Contractors F	8	2024	SDG 8.5, SDG 12.6		ESRS S1-6 AR.50a	
Total Contractors	19	2024	SDG 8.5, SDG 12.6		ESRS S1-6 AR.50a	Complements the internal workforce view with external workforce data, important for due diligence and contractor practices
Total workforce M	651	2024	SDG 8.5, SDG 5.1		ESRS S1-6 AR.50a	
Total workforce M in %	83,60%	2024	SDG 5.1, SDG 5.5, SDG 10.2		ESRS S1-2 (Gender representation)	Facilitates proportional analysis of gender balance, crucial for tracking progress on diversity objectives
Total Workforce F	128	2024	SDG 8.5, SDG 5.1		ESRS S1-6 AR.50a	
Total Workforce F in %	16,40%	2024	SDG 5.1, SDG 5.5, SDG 10.2		ESRS S1-2 (Gender representation)	Facilitates proportional analysis of gender balance, crucial for tracking progress on diversity objectives
Total workforce Total	779	2024	SDG 8.5, SDG 5.1		ESRS S1-6 AR.50a	Consolidates full workforce headcount for scope clarity in reporting
% of own employees under 30 years old	9,61%	2024	SDG 8.5, SDG 10.2		ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment
% of employees between 30-50 years old	53,16%	2024	SDG 8.5, SDG 10.2		ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment
% of employees over 50 years old	37,24%	2024	SDG 8.5, SDG 10.2		ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment
Number of employees with disabilities	20	2024	SDG 10.2, SDG 8.5, SDG 3.8		ESRS S1-2 (Equal treatment and opportunities)	Supports tracking of inclusion and equal opportunity for underrepresented groups


Gender Equality		2024		Own Workforce	ESRS S1	ESG Reporting Rationale
Gender Equality program kicked off	✓	2024	SDG 5.1, SDG 5.5		ESRS S1-2	Signals active measures in place to promote gender equity and improve organizational culture
Women Directors	2	2024	SDG 5.1, SDG 16.7		ESRS G1-1 (Governance structure)	Indicates the level of female representation in top governance bodies, aligned with SDG 5.5
Women in Management Positions	9	2024	SDG, 5,5		ESRS S1-2	Highlights gender diversity in leadership and succession pipelines
Women employees across organisation in %	15.80%	2024	SDG 5.1, SFG 5.5, SDG 10.2		ESRS S1-2	Tracks overall gender balance and supports monitoring of equality commitments across all levels
Health and Safety		2024	SDG 8.5	Health and safety of own workforce	ESRS S1	ESG Reporting Rationale
Number of fatalities as a result of work-related injuries and work-related ill health	0		SDG 3.9, SDG 8.8		ESRS S1-14	Critical safety outcome indicator, required under ESRS and GRI for human rights and occupational health
Number of LTAs (Lost Time Accidents)	16		SDG 8.8		ESRS S1-14	Operational safety performance measure, reflecting incident frequency and severity
LTIFR (Lost Time Injury Frequency Rate) /1 million hours worked	10.44		SDG 8.8		ESRS S1-14	Normalized indicator of workplace injuries, enabling performance benchmarking
TRIFR (Total recordable Injury Frequency rate)/1 million hours worked	16.96		SDG 8.8		ESRS S1-14	Comprehensive frequency rate capturing all recordable incidents, useful for trend analysis and improvement planning
Occupational Health and Safety Management						
Percentage of SSE Group companies certified to ISO 45001	82%	2024	SDG 8.8		ESRS S1-14	Ensures systematic identification, management, and reduction of workplace health and safety risks. Supports compliance with regulatory frameworks and enhances employee protection.

Strategic pillar 3

 Climate actions	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
INDICATORS						
Climate change: mitigation and adaptation, energy		2024		Own Workforce	ESRS E1	ESG Reporting Rationale
Energy consumption from fossil (a), nuclear (b), renewable sources					ESRS E1-5 AR.37	
Total Energy consumption (Scope 1&2) Uncertainty: C, 36,2%	15,014,879 kg CO2e	2024	SDG 7.3, SDG 13.1	Energy use and efficiency	ESRS E1-5 AR.37	Provides baseline data on operational energy intensity and is key for reduction target setting
Energy consumption from fossil sources detailed breakdown by source (only high climate impact sectors: coal, oil, gas, other fossil sources)						
Coal	N/A	2024	SDG 13.2	Emissions hotspot / data gap	ESRS E1-5 AR.38	Critical high-impact energy source not used at SSE
Fuel oil (Uncertainty: A, 6,79%)	98,841 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Mineral oil (Uncertainty: B, 17,1%)	4,621,428 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
LPG (Uncertainty: A, 12,6%)	1,235 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Diesel B10 (Uncertainty: B, 15,8%)	81,163 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Diesel B7 (Uncertainty: A, 4,55%)	8,542,974 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
SP95 E10 (Uncertainty: A, 11,2%)	999 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
SP95 E5 (Uncertainty: A (7,61%)	193,110 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Steam, heat and cold (Uncertainty: C, 38,8%)	1,690,976 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Natural gas (Uncertainty: C, 30,2%)	3,255,868 kg CO2e	2024	SDG 13.2	Carbon-intensive energy use	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency


Total Gross Scope 1,2,3 GHG emissions, metric tonnes of CO2eq; and total GHG emissions, metric tonnes of CO2eq (ESRS E1-6 AR. 44)						
Scope 1 Emissions (Uncertainty: A, 7,76%)	15,145,860 kg CO2e	2024	SDG 13.1, SDG 12.6	Direct GHG emissions	ESRS E1-6 AR.44	Tracks operational emissions from owned sources, forming the base of carbon strategy
Scope 2 Emissions (Uncertainty: D, 187%)	2,840,686 kg CO2e	2024	SDG 13.1	Purchased electricity & heat emissions	ESRS E1-6 AR.44	Reflects efficiency of energy use and relevance of renewable sourcing
Scope 3 Emissions (Uncertainty: A, 6,77%)	140,440,451 kg CO2e	2024	SDG 13.3, SDG 12.6	Indirect value chain emissions	ESRS E1-6 AR.44	Captures upstream/downstream climate impacts; essential for full footprint mapping
Total GHG emissions (Scopes 1+2+3)	158 426 998,00 kgCO2e	2024	SDG 13.2	Overall climate impact	ESRS E1-6 AR.44	Enables holistic emissions tracking, climate risk assessment, and reduction roadmap development

Strategic pillar 3

 Climate actions	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
INDICATORS						
Water						
Total water consumption (m³)	691,357	2024	SDG 6.4, SDG 12.2	Water use and efficiency	ESRS E3-4 AR.28a	Tracks operational water demand and supports assessment of water-related risks, especially in water-stressed regions
Water consumption - Total (Uncertainty: A, 11.8%)	91,259 kg CO2e	2024	SDG 6.4, SDG 12.2	Water footprint (climate-related)	ESRS E3-4 AR.28a	Includes accuracy level to ensure traceability of environmental impact and alignment with science-based methods
Resource use and circular economy						
Total amount of waste generated (Uncertainty: B, 19.3%)	4,021,339 kg CO2e	2024	SDG 12.4, SDG 12.5	Waste management and circularity	ESRS E5-5 AR.37a	Provides baseline data to improve waste prevention, reuse and recycling efforts; uncertainty disclosed for data quality
Total amount and percentage of non-recycled waste:					ESRS E5-5 AR.37d	
Non-recycled waste - Total (Uncertainty: C, 39.3%)	34,075 kg CO2e	2024	SDG 12.5, SDG 12.4	Non-recycled residuals and landfill dependency	ESRS E5-5 AR.37d	Highlights volume of waste not contributing to circularity targets; accuracy level supports reliability of data for reduction tracking
Non-recycled waste - % of “Waste - Total”	0.85%	2024	SDG 12.5	Circularity performance indicator	ESRS E5-5 AR.37d	Measures progress toward zero-waste and circular economy objectives

Amount of hazardous waste and radioactive waste						
Hazardous/radioactive waste - Total (Uncertainty: B, 20.3%)	3,836,506 kg CO2	2024	SDG 12.4, SDG 3.9	Environmental health & hazardous materials	ESRS E5-5 AR.39	Tracks the most harmful waste categories for people and ecosystems; uncertainty level supports risk prioritization
Hazardous/radioactive waste - % of "Waste - Total"	95.40%	2024	SDG 12.4	Waste impact severity assessment	ESRS E5-5 AR.39	Provides proportional context of hazardous waste in total waste mix, informing mitigation strategies
Environmental Management Systems						
Percentage of SSE Group companies certified to ISO 14001	82.00%	2024	SDG 12.6, SDG 13.2	Climate & environmental management	ESRS E1-1, ESRS E5-1	Supports implementation of structured environmental management practices aligned with international standards. Facilitates risk control, compliance, and continuous improvement in line with CSRD and EU Taxonomy expectations

Strategic pillar 4

 Foster communities	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
INDICATORS						
Workers in the value chain						
Working conditions, Equal treatment and oppotunities for all, Other work-related rights: Procedure to be able to perform third party audit of high-risk suppliers and contractors on social/labour conditions (incl. working time, safety, equality, fair pay) is under development.	✓	2024	SDG 8.8, SDG 10.2, SDG 12.6	Working conditions and rights in the value chain	ESRS S2-2, S2-4	Enables due diligence on supplier practices and supports responsible sourcing aligned with human rights obligations
Affected communities						
% of site-level leadership positions held by local nationals	100%	2024	SDG 8.5, SDG 10.2	Employment practices in affected communities	ESRS S3-3, SBM-3	Reflects local empowerment and economic integration in areas where the company operates
Initiatives to support local employees education or technical upskilling have started through the Science Academy project	✓	2024	SDG 4.4, SDG 8.3, SDG 10.2	Community development and inclusion	ESRS S3-2, SBM-3	Demonstrates commitment to long-term value creation through community capacity-building

Community consultation sessions held on regular basis when requested	✓	2024	SDG 16.7, SDG 11.3	Stakeholder engagement and participatory governance	ESRS S3-1, S3-2	Ensures that affected communities are actively involved in decisions that impact their environment and rights
Our Resonance Foundation Launch	✓	2024	SDG 17.17, SDG 4.4, SDG 8.3	Community investment / social innovation	ESRS S3-2, SBM-3	Creates structured impact through local initiatives and partnerships aligned with sustainability and inclusion goals

Strategic pillar 5

 Climate actions	2024	Baseline date	SDG contribution	CSRD/ESRS materiality Topic	CSRD /ESRS Codification	Justification
General Disclosure & Governance Foundations				General Disclosure & Governance Foundations	ESR2	ESG Reporting Rationale
Composition and diversity of the undertaking's administrative, management and supervisory bodies: described in this Dashboard Pillar section "Caring for people"	✓	2024	SDG 5.5, SDG 16.7	Governance, Diversity & Inclusion	ESRS 2 GOV-1 AR.21a-c	Supports inclusive and representative decision-making, and tracks diversity in leadership roles
Board group level's gender diversity: % of women	28.60%	2024	SDG 5.5, SDG 16.7	Governance, Diversity & Inclusion	ESRS 2 GOV-1 AR.21d	Tracks female representation at governance level, aligned with equality and participation goals
Description of the business model and value chain	✓	2024	SDG 12.6, SDG 8.2	Strategy, Business Model & Value Creation	ESRS 2 SBM-1 AR.42	Enables stakeholders to assess how the business generates value and integrates sustainability
Disclosure on the materiality assessment process	✓	2024	SDG 12.6, SDG 17.16	Materiality, Sustainability Due Diligence	ESRS 2 IRO-1 AR.53, ESRS IRO-2 AR. 56	Increases transparency on how the company identifies and prioritizes its sustainability impacts, risks, and opportunities
Business Conduct & Ethics				Business Conduct & Ethics	ESRS G1	ESG Reporting Rationale
Corporate culture: Resonance internal communication launched and first flyer delivered to employees	✓	2024	SDG 8.5, SDG 16.7	Culture and corporate behaviour & Purpose Alignment	ESRS G1-3 AR.21b	Promotes employee awareness and alignment with the Group's sustainability purpose. Supports cultural anchoring of ESG values and prepares the ground for behavioural change.
Protection of whistle-blower: Whistle-blower protection mechanisms were introduced in all EU-based SSE companies in accordance with EU Directive 2019/1937.	✓	2024	SDG 16.5, SDG 16.6	Ethics & Compliance / Anti-corruption	ESRS G1-3 AR.21b	Ensures mechanisms are in place to detect and report wrongdoing, building institutional trust

Corruption and bribery						
Percentage of functions-at-risk covered by anti-corruption and anti-bribery training programmes	100%	2024	SDG 16.5	Anti-corruption & Business Conduct Risk	ESRS G1-3 AR.21b	Tracks the scope of preventive measures and integrity-building in risk-exposed areas
Total number and nature of confirmed incidents of corruption or bribery	0	2024	SDG 16.5	Ethics, Corruption & Legal Compliance	ESRS G1-3 AR.25a	Key outcome indicator of integrity system performance and legal compliance
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0	2024	SDG 16.5	Employee Conduct & Disciplinary Framework	ESRS G1-3 AR.25b	Measures internal control and accountability systems related to employee conduct
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	2024	SDG 16.5, SDG 17.17	Responsible Sourcing & Business Partner Conduct	ESRS G1-3 AR.25c	Reflects due diligence in the value chain and commitment to ethical partnerships

GLOSSARY

GLOSSARY (A to Z)

AI Innovation Program - SSE's program leveraging Artificial Intelligence to optimize operations, reduce environmental impacts, and drive digital transformation.

Big Deal - SSE Group's data-driven Business Intelligence initiative to enhance decision-making, improve performance, and embed sustainability across operations.

Circular Economy - According to the Ellen MacArthur Foundation, a circular economy is a system where "materials never become waste and nature is regenerated." This is achieved through practices aligned with the **5R principles**: **Reduce** (minimize resource use and waste), **Reuse** (extend product life), **Repair** (fix items to extend their use), **Refurbish/Remanufacture** (restore to like-new condition), and **Recycle** (convert waste into new resources). The circular economy focuses on keeping products and materials in circulation as long as possible and is based on three core principles: eliminating waste and pollution, circulating products and materials at their highest value, and regenerating nature.

Climate Action Roadmap - SSE's plan for carbon footprint measurement, emission reduction targets, and initiatives to achieve decarbonization and resource efficiency.

CSRD - Corporate Sustainability Reporting Directive; a European regulation requiring detailed ESG disclosures by companies.

Double Materiality Assessment (DMA) - A process for identifying sustainability topics that are material from both a financial (impact on the company's performance) and an environmental/social perspective (impact of the company's activities on people and the planet). The output of this process is typically summarized in a Materiality Matrix that visualizes and prioritizes these topics for strategic alignment and reporting.

ESG - Environmental, Social, and Governance; a framework for assessing the sustainability and ethical impact of an organization.

ESRS - European Sustainability Reporting Standards; mandatory ESG reporting framework under the CSRD.

GHG Emissions - Greenhouse gas emissions, typically measured in CO₂-equivalents (CO₂e); includes Scope 1 (direct), Scope 2 (indirect), and Scope 3 (value chain) emissions.

Hazardous Waste - Waste materials that pose substantial or potential threats to public health or the environment due to their chemical, physical, or biological nature.

ISO 14001 - An international standard for environmental management systems.

ISO 45001 - An international standard for occupational health and safety management systems, helping organizations improve employee safety, reduce workplace risks, and create better working conditions.

LTAs (Lost Time Accidents) - Work-related injuries or illnesses that result in the employee being unable to work for at least one full day after the incident.

LTIFR (Lost Time Injury Frequency Rate) - A key health and safety indicator calculated as the number of LTAs per one million hours worked.

Materiality Matrix - A graphical or tabular tool summarizing the results of the Double Materiality Assessment, showing how sustainability issues are prioritized by their impact on the company and on the environment/society.

Monitoring & Evaluation Framework - SSE's structured approach to track, verify, and report progress on sustainability goals, ensuring accountability and continuous improvement.

Net Zero - According to the Science Based Targets initiative (SBTi), net zero refers to a state where the greenhouse gases emitted into the atmosphere are balanced by their removal over a specified period. A company is only considered to have reached net zero after achieving its long-term science-based target and neutralizing any remaining emissions.

OUR RESONANCE - The SSE Group's Resonance Foundation, created in 2024 as part of the 8 flagship initiatives of the Resonance program. The Foundation's mission is to finance and support impactful social, environmental, and innovation projects within the communities where SSE operates.

RESONANCE - SSE Group's strategic ESG program launched in 2024, designed to embed sustainability across all operations and business units.

Science Academy - SSE's internal initiative aimed at developing employee skills in sustainability, innovation, and technical excellence.

Science Based Targets initiative (SBTi) - A global partnership between CDP, the UN Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). SBTi helps companies set emission reduction targets in line with climate science and the goals of the Paris Agreement, ensuring credible, science-based climate action.

Scope 1, 2, 3 Emissions - Categories defined by the GHG Protocol to classify direct and indirect emissions across the value chain.

Stakeholder Engagement - The process of involving people or organizations affected by a company's activities in decision-making and strategy development.

Sustainable Innovation - The development and implementation of new technologies and solutions that reduce environmental and social impact.

TRIFR (Total Recordable Injury Frequency Rate) - A safety performance indicator that measures the number of total recordable injuries (including lost time injuries, medical treatment cases, and restricted work cases) per one million hours worked.

UN SDGs (Sustainable Development Goals) - A set of 17 global goals adopted by the United Nations to end poverty, protect the planet, and ensure prosperity for all.





WE'RE ACCOUNTABLE FOR FUTURE GENERATIONS



Fabrikstrasse 48
3900 Brig
Switzerland

