



Chemistry Differently



CSR Report

2025

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CHAIRMAN'S MESSAGE

With more than 55 years of experience in the formulation and chemical synthesis business,

ORRION CHEMICALS ORGAFORM aims to be a leader in each of its activities. While strengthening our foundations, which are the safety of our operations, the quality of our products and very good customer service, we are investing in developing new products to maintain competitiveness, support our customers' growth, and reduce the environmental footprint of our products and services. The development of the Circular Economy and Green Chemistry are the two pillars of the company's strategy.

We have available space and capacities and aim to further develop contract manufacturing activity by developing **partnerships with industrial companies** who do not have such capacities and are seeking a reliable alternative to investment.

Certified ISO 14001 *and now ISO 50001*, signatory of the Responsible Care* commitment from the very beginning, the **Corporate Social Responsibility (CSR)** approach fully aligns with the company's values.

Finally, we project ourselves into the **Industry of the Future** and continue to invest in order to maintain a high level of performance and service, which are the strengths of the **French industry**, the "French Fab".

Christian SIEST
President
ORRION CHEMICALS

PRESENTATION OF THE SEMOY SITE

Key Figures and Facts at a Glance

Establishment	The site was founded in 1967 and has changed operators several times (<i>Morton in 1990, Rohm and Haas in 1999, Dow in 2009, Orrion Chemicals since 2010</i>).
Investments	€8 million over the period 2022-2027
R&D	€465,000 annually - 3.0% of revenue
Total Area	4,4 ha
Workforce (end of 2025)	51 employees on site at the Orrion Group level, of which 49 are for Orrion Chemicals Orgaform, excluding executives.

Production

The Semoy site specializes in the formulation of high-value-added products. It has expertise in implementing specific formulation and synthesis technologies in fine chemistry (high viscosity dispersion, grinding, emulsions, crystallization, polymerization, esterification, glycolysis, aminolysis). The world's first chemical recycling unit for polyurethane foam from used mattresses is operational since 2021, positioning the site as a player in circular economy. A demonstrator for the manufacture of bio-based products, mainly for cosmetic use, has been in service since late 2024.

Quality

ISO 9001 version 2015 certification for activity of development, manufacture and sales of industrial adhesives and coating products, toll manufacturing of chemicals for market like automotive, food packaging, cosmetics, other industrial segments and chemicals recycling of polyurethane foam.

IATF 16949 version 2016 certification for production of rubber to metal adhesives systems activity.

[EFfCI certification for toll manufacturing of surfactants to be used as cosmetic ingredient.](#)

Applies cGMP (current Good Manufacturing Practices - food) for production lines related to the manufacturing of food-contact products.

Safety, Health, and Environment

Seveso site, low tier.

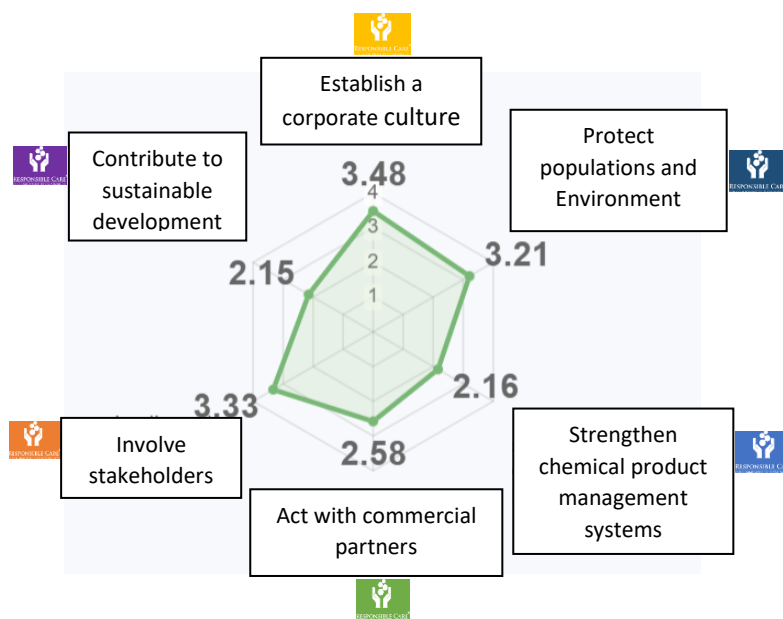
ISO 14001 version 2015 certification.

[ISO 50001 version 2018 certification.](#)

Key Executives of Orrion Chemicals Orgaform

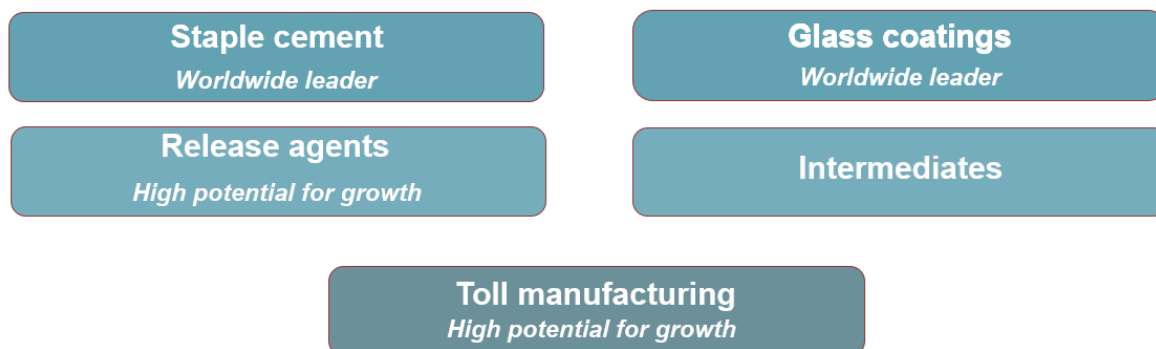
President	Christian Siest
General manager	Christian Touzin
Quality, Environment, Health, Safety, CSR Manager	Nathalie Colle

This report is based on the Responsible Care[®] framework.



OUR PRODUCTS

The activity of Orrion Chemicals Orgaform is divided into 5 strategic businesses:



OUR COMMITMENTS



Signatory of the Responsible Care initiative



Signatory of the French Business Climate pledge

Member of the French Fab



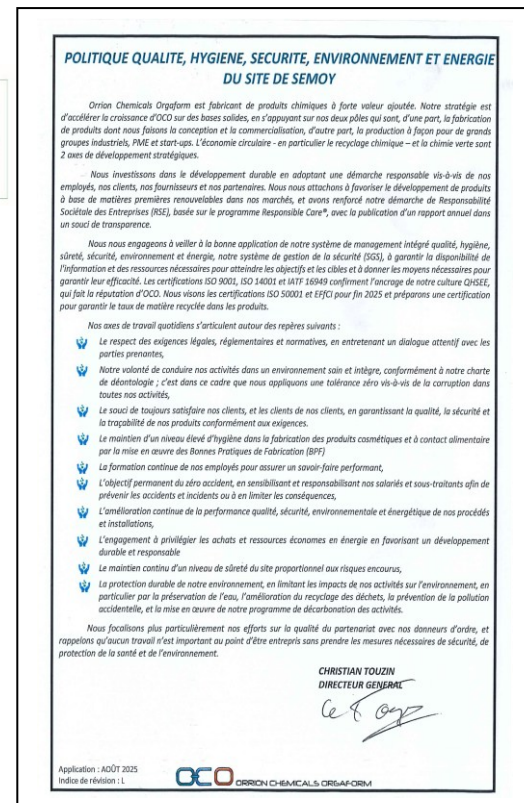
Pioneer of the "Coq vert" community



Signatory of the Charter "Relationship with Suppliers & Responsible Purchasing"



Orrion Chemicals Orgaform is also certified IATF 16949, ISO 9001, ISO 14001, ISO 50001 and EFFCI



OUR VALUES



The company's values encompass all the principles (moral, societal, ethical, marketing) that guide the operation of the company as well as the behavior of each of the men and women who make it up daily.

These 5 values are the principles on which the company relies on to develop and make its strategic decisions.

- ✓ **Team Spirit** for collective success
- ✓ **Excellence** as a vector of progression
- ✓ **Shared Ambition** to ensure long-term success of the Company
- ✓ **A Positive Working Atmosphere** contributes to the fulfillment and performance of everyone
- ✓ **Questioning** at all Levels of the Company ensures its perpetual evolution



PROTECTING PEOPLE AND THE ENVIRONMENT



Protecting People

Safety is a core value for the site; OCO places great importance on protecting its staff as well as nearby populations.

On our site, classified as SEVESO III – lower tier, prevention and rapid intervention are the two main axes of our safety strategy. Prevention naturally involves studying various risks: risks associated with the use of hazardous products, implementation of chemical reactions, potential accidents, safety of installations and handling, natural events, etc.

Consistently, OCO ensures that the facilities are designed, implemented, and operated with the aim of avoiding any accidents. OCO continuously monitors the proper functioning of the various production units and their compliance with current regulations.

Regular training and safety drills are conducted to ensure swift intervention while awaiting external emergency support.



Employee Training

Employee training is important for OCO: more than 500 hours of training were provided in 2024 for all employees (an average of 10 hours per employee per year). OCO has chosen to conduct a large number of training sessions internally (related to safety, products, job positions, etc.). These internal training sessions complement the external training program.

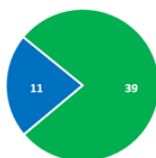
100% of OCO employees are trained in fire extinguisher handling, chemical risk, and the risk of handling flammable products (ATEX directive).

Workplace safety

OCO has implemented a prevention program aimed at ensuring a safe and healthy working environment for our employees and subcontractors. The goal is to prevent accidents, injuries, and occupational illnesses.

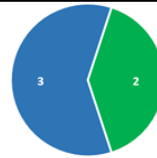
Promotion of Gender Equality within OCO

Gender Representation



■ Female Employees ■ Male employees

Gender Representation
Executive Committee



■ Female Employees ■ Male employees

Protecting the Environment

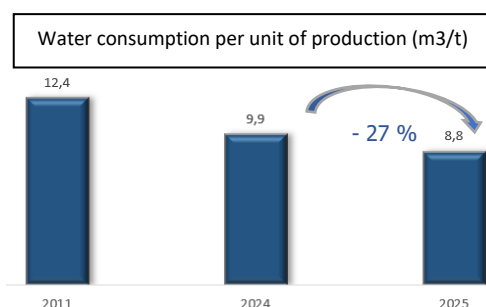
The site has been **ISO 14001** certified for over 20 years. Since its inception, Orrion Chemicals Orgaform has been committed to maintaining this certification, demonstrating its dedication to environmental protection.

OCO pursues a proactive policy for environmental conservation and reducing its ecological footprint:

Water resources

OCO has reduced its consumption of water by 27% between 2024 et 2025.

Groundwater is regularly analyzed to ensure its quality. To minimize environmental risks, rainwater is collected on-site and controlled before being discharged into the natural environment.



An investment of over €3 million was initiated in 2023 to reduce groundwater consumption by 90% by 2027, resulting in savings of 50,000 m³ per year.

The first step has been completed, which saw the installation of three closed-circuit cooling water networks (30°C, 10°C, and -5°C) already used for the industrial demonstrator of green chemistry. The studies for the second step are in progress, in order to connect the site's existing equipment to the vabove networks.

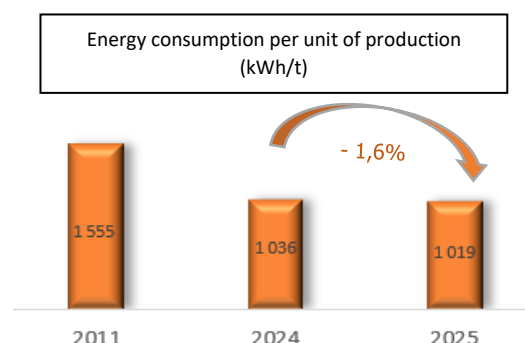
OCO worked with the French authorities (DREAL) in order to quantify the presence of PFAs in underground water as well as rain water, and identify potential sources.

An "Arreté Préfectoral" was implemented for monitoring. In order to avoid future contamination, OCO has replaced all its fire protection foam concentrates with PFAS-free foam concentrates.

Energy Resources

Orrion Chemicals Orgaform has been working on rationalizing the use of energy resources and reducing its carbon footprint for many years with ambitious projects, including:

- **Development of renewable energies** with the installation of photovoltaic panels, allowing us to produce 3% of our electricity consumption
- **Replacement of existing lighting** with LED lighting
- **Replacement of manual sectional doors** with automated fast closing doors
- **Obtaining the ISO 50 001 certification**



In 2025, these projects made it possible to reduce energy consumption per ton produced by nearly 2% compared to 2024 and by 34.4% compared to 2011.

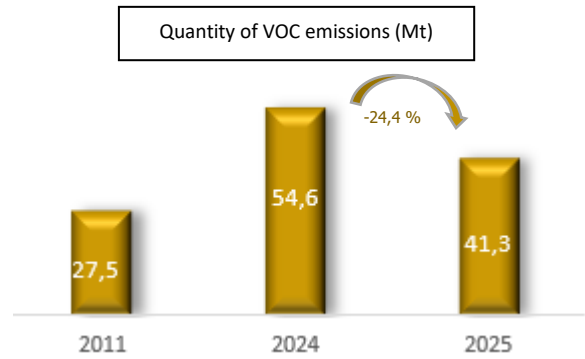
Atmospheric Emissions

In 2025, OCO reduced its VOC emissions compared to 2024, due to changes in activity.

It should be noted that in 2024 a significant change was implemented in the methods for calculating emissions.

Measurements of atmospheric emissions are carried out twice a year to verify the compliance of the releases.

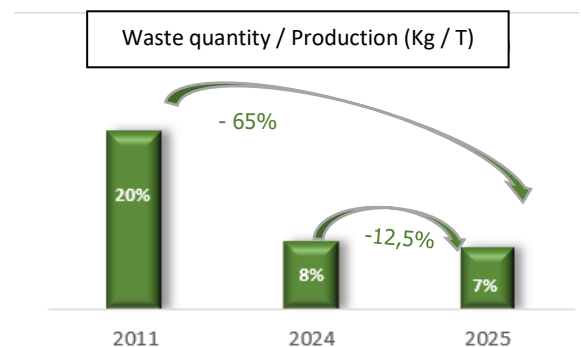
A study of our VOC emissions with continuous measurement was conducted in 2025. The results allowed to select a new VOC treatment technique that will be tested in 2026.



Waste

Since 2023, OCO established 50 waste sorting channels with its new partners, allowing for maximum valorization of waste.

As a result, OCO reduced the quantity of general waste generated by 48% compared to 2011.



Noise

OCO regularly measures the noise generated by the installation at the property boundary and ensures that it remains below regulatory thresholds.

Soil

OCO systematically analyzes soil during excavation work to ensure soil quality.

Biodiversity

The maintenance of green spaces tends to be carried out in a reasoned manner and seeks to move towards zero pesticides.

OCO is looking for a new partner to set up hives on the site.



OUR STAKEHOLDERS



Participation et engagement

OCO is committed to engaging with local institutions by hosting students, local officials, and companies.

OCO also participates in local working groups, professional organizations, university training programs...

OCO invests in community involvement by sponsoring sports clubs to recognize employees' engagement in activities outside of work.

OCO is also a partner of the Loiret Paratennis Open.

OUR CONTRIBUTION TO SUSTAINABILITY



RENUVA™ program

The RENUVA™ program is a circular economy initiative in partnership with our customer DOW and the eco-organization Ecomaison: the chemical recycling of polyurethane foam from used mattresses to return to the main raw material, polyol, which can be used in the production of new foam blocks used in mattresses manufacturing. The polyols derived from the unit have a reduced carbon footprint by 54% compared to polyols derived from petroleum. This program aligns perfectly with OCO's sustainable development strategy as one of the stakeholders in this value chain, as described in the diagram below.



Green Chemistry Industrial Demonstrator Project

This project has been realized in partnership with the startup Surfactgreen and represents an investment of over €4 million. It enables the production of cationic surfactants based on beetroot derivatives, primarily for the cosmetics market.

Research and Development

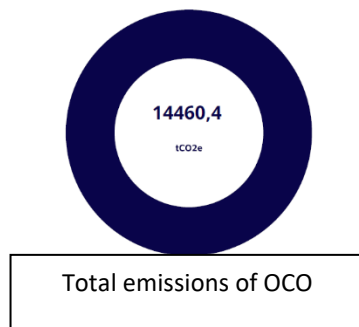
Innovation is a key driver of OCO's growth, 10% of OCO's workforce are dedicated to R&D activities.

OCO directs its innovation efforts towards products that address environmental challenges by developing an eco-friendly and innovative range of water-based demolding agents for polyurethane foam.

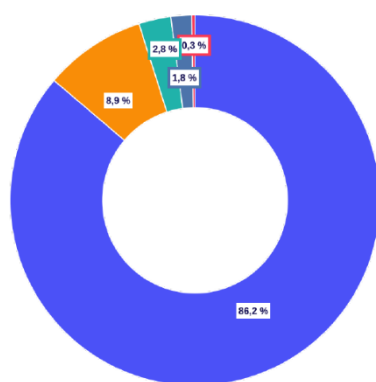
OCO supports and provides resources for the development of innovative startups.

Carbon Footprint Assessment

In 2025, OCO has updated its carbon footprint according to scopes 1, 2, and 3 to study the company's impact on greenhouse gases. It takes over the entire activity including subcontracting and not only the own activity.



Scope 1	Direct GHG emissions	775 tCO2e
Scope 2	Energy-related indirect emissions	68,4 tCO2e
Scope 3	Other indirect emissions	13 616,9 tCO2e



■ purchases and Services
■ Transactions
■ Travels
■ Offices / Sites
■ Others
■ Digital products

Low-carbon trajectory

2024-2035

Objectif SBTi 1,5°C :

Réduction annuelle
5,8% soit 1190,8 tCO2e évitées*

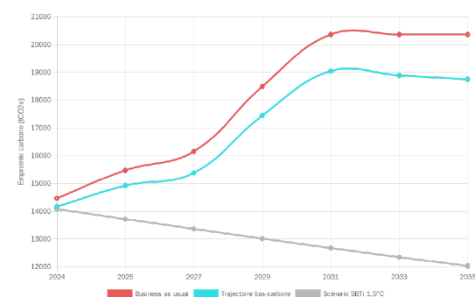
Réduction en 2030
40,9% soit 8335,8 tCO2e évitées*

Ma trajectoire bas-carbone :

Réduction annuelle
1,1% soit 230,2 tCO2e évitées*

Réduction en 2030
7,9% soit 1611,4 tCO2e évitées*

*Par rapport au business as usual



CSR OBJECTIVES

Stakeholders

- 🌱 Develop our communication through the website and professional social network
- 🌱 Develop partnerships with startups
- 🌱 Maintain transparent communication with government agencies

Social

- 🌱 Promote a safety culture of interdependency
- 🌱 The « Quality of life at work » working group implements concrete actions to improve the quality of life at work

Product Management

- 🌱 Develop water-based products to replace solvents
- 🌱 Increase use of recycled solvents and recycled packaging

Environment

- 🌱 Rationalize our consumption (energy, water)
- 🌱 Decarbonize the site's activities by implementing geothermal energy
- 🌱 Study a new technology for treating our VOC emissions