

INTEGRATED
REPORT

2025



Our **TRANSITIONS**
Your **TRANSITIONS**



Editorial

Séché Environnement, a leading actor in waste management, continues to grow and support the development of circular economy, the decarbonization of industries and the protection of the environment. Within a complex macroeconomic and geopolitical landscape, Séché Environnement Group supports its clients in their transformation efforts by helping to preserve resources, the climate, and biodiversity, while creating value.

At the core of the ecological transition, the waste management sector addresses major challenges: managing hazardous waste, reducing final waste volumes, and developing recovery solutions. Séché Environnement thus promotes recycling, material regeneration, and local energy loops.

In 2025, the Group confirmed the strength of its market position by posting a robust performance in France and internationally, despite a temporary slowdown in certain businesses. These developments do not affect its fundamentals or the achievement of its non-financial

objectives, particularly regarding alignment with the European green taxonomy, as well as its climate and circular economy ambitions.

The Group's actions are guided by key priorities: health and safety, high added-value solutions, water management, risk management, and biodiversity protection. This commitment is particularly manifested by the Group's capacity to respond to environmental emergencies and by the development of advanced technologies, notably in the field of PFAS treatment.

“Contributing sustainably to environmental and societal transitions”

Growth continued in attractive markets, supported by targeted acquisitions such as those of Hidronor (Chile) and La Filippa (Italy) in early 2026. The Group also strengthened its sustainable finance position after it successfully issued green and hybrid bonds.

Building on its business model, the commitment of its teams, and its spirit of innovation, Séché Environnement reaffirms its ambition to make a lasting contribution to environmental and societal transitions.

Maxime Séché
Chief Executive Officer



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Interwaste (South Africa)

I. Our FUNDAMENTALS

Séché Environnement has reaffirmed its sustainable growth strategy in support of the ecological transition and protection of land and life. The resilience of our business model relies on the commitment of more than 7,400 employees and on sustained growth in France and abroad. Our results enable us to stay on track with our ambitions, particularly in tackling climate change, biodiversity protection, and sustainable water management.

€1.15 billion
IN CONTRIBUTED REVENUE
up 4% vs 2024

9 STRATEGIC COUNTRIES
with a service offering covering over 19 countries

7,400 EMPLOYEES WORLDWIDE
including 3,000 in France

5 SUSTAINABLE FINANCE
indexed to ESG* criteria

+2/3 OF REVENUE ALIGNED
with the European green taxonomy (84% of eligible revenue)

All information presented in this report is taken from the Universal Registration Document and has been reviewed by an independent third-party auditor.

Sustainable Development Goals to which the Group contributes

Strategic SDGs

Key SDGs

Our reference documents

Universal Registration Document 2025

Code of Ethics, Commitments and Policies

Business MODEL

Our family-based business model allows us to make long-term investments in industrial tools and innovative solutions dedicated to the ecological transition. It guides the allocation of resources toward a responsible use of energy, material reuse, climate change mitigation, and the preservation of biodiversity, placing innovation at the core of Séché Environnement's value creation strategy.



Our resources OUR IDENTITY

Human capital
7,451 EMPLOYEES
 incl. 2,998 in France
LEADING PLAYER in the circular economy and waste recovery

Intellectual capital
25 PATENTS
 valid in 2025 and developed by R&D

Governance
+40 YEARS
 French industrial group exercising **PATRIMONIAL** corporate governance

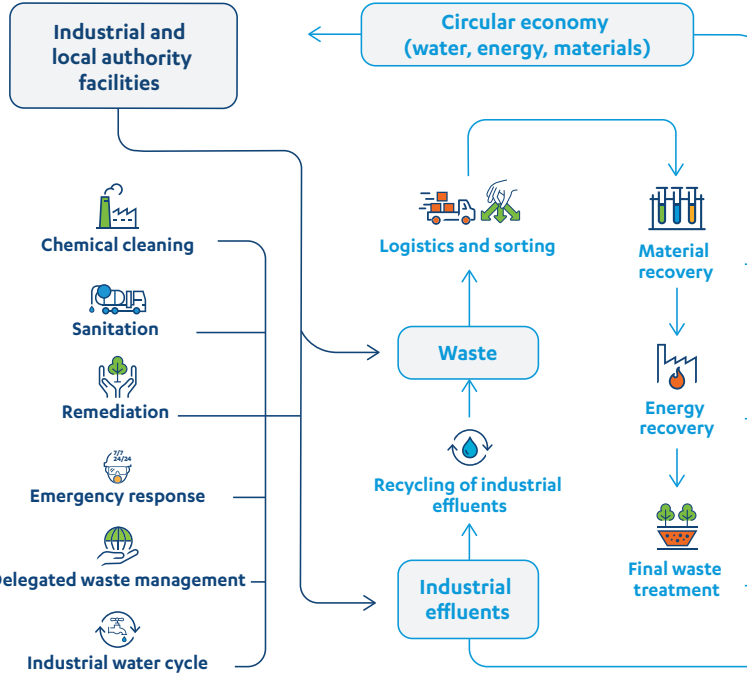
Environment & regions
 Well-established regional industrial locations
IN 9 STRATEGIC COUNTRIES
SERVICE OFFERING EXTENDED TO OVER 19 COUNTRIES worldwide

Economic development
€1.15m revenue
UP 15,9% PER YEAR FOR 5 YEARS
 driven by organic growth and acquisitions

Our integrated offering INDUSTRIALS AND LOCAL AUTHORITIES

Our tailor-made services

Our industrial tools and technologies



Our creation OF VALUE

Circular economy
19 new products & processes developed
36,000 TONS regenerated
255 KTCO₂E of associated GHGS* emissions avoided

Low-carbon energy
1,407 GWH of renewable and recovered energy produced
145 KTCO₂E associated GHG emissions avoided

Hazard management
1,301 KILOTONS of hazardous waste treated or disinfected

Water cycle management
474,000 M³ of water recycled

Biodiversity
2,200,000 M² subject to remediation since 2019
30 SITES currently pursuing the Act4nature cycle

Our business lines



Circular economy and decarbonization



Hazard management



Environmental services

Activities & LOCATIONS



Our distinctive strength lies in its integrated portfolio of environmental services, covering the entire waste management value chain — from industrial risk prevention to waste recovery and treatment. Each of the Group's business lines drives its own growth momentum generating operational synergies, such as the service activities that supply our waste recovery and treatment facilities.



CIRCULAR ECONOMY and decarbonization



28%

OF CONTRIBUTED REVENUE

Green chemistry and eco-design

PURIFICATION
of chemical elements or contract production of molecules of interest

PRODUCTION
of synthesis intermediates

Material recycling and recovery

SORTING
and consolidation of waste

RECOVERY
of all types of non-hazardous waste (metals, wood, slag, soil, etc.)

CHEMICAL RECYCLING
of hazardous waste

Local energy loops

PRODUCTION OF STEAM OR ELECTRICITY
at waste management sites

HEAT PRODUCTION
through recovery of solid recovered fuels (SRF)

PRODUCTION OF ENERGY
(including biomethane) from biogas naturally generated from stored waste

HAZARD management



24%

OF CONTRIBUTED REVENUE

Decontamination

INFECTIOUS MEDICAL WASTE
Management of infectious medical waste

PHYSICO-CHEMICAL TREATMENT
of liquid mineral and organic hazardous waste (contaminated or harmful)

Treatment

THERMAL TREATMENT
of waste to render organic material inert

SAFE STORAGE
of non-recoverable waste (final waste)

ENVIRONMENTAL services



48%

OF CONTRIBUTED REVENUE

Logistics

COLLECTION AND RENTAL
of equipment suitable for local authorities and businesses

TRANSPORTATION
of hazardous and non-hazardous waste

Environment

REMEDIATION,
decommissioning, risk management, and rehabilitation of industrial sites and brownfields

MAINTENANCE
of sanitation facilities and networks

ENVIRONMENTAL EMERGENCY RESPONSE SERVICES
securing affected areas, containing pollution, and controlling environmental risks

Key Accounts

DELEGATED MANAGEMENT
of waste management activities to promote economic and environmental performance

INDUSTRIAL MAINTENANCE
and process decontamination through chemical cleaning, thermal treatment, and steam blowing

MANAGEMENT AND TREATMENT
of industrial effluents: design, construction, and operation of treatment facilities

Locations & SUBSIDIARIES



Speichim Processing (France)

Strategic acquisitions

La Filippa, a leading Italian company in non-hazardous industrial waste landfill, and Hidronor, a leading Chilean company in industrial waste.

+120
sites

Our regional expansion strategy prioritizes a strong local presence in order to offer integrated, locally tailored solutions closely aligned with regional needs. This approach is exemplified by the acquisition of Hidronor (Chile) and La Filippa (Italy) in early 2026.

SUBSIDIARIES	CIRCULAR ECONOMY AND DECARBONIZATION			HAZARD MANAGEMENT		ENVIRONMENTAL SERVICES		
	Green chemistry and eco-design	Material recycling and recovery	Local energy loops	Decontamination	Treatment	Environment	Key accounts	Logistics
FRANCE								
Speichim Montluçon	◆	◆						
DRIMM		●	●		●			●
Gabarre Energies			●					
Kerea		●	●		●			
Mo'UVE			●					
Opale Environnement		●	●		●◆			●
Séché Assainissement						●	●◆	
Séché Eco-Industries		●◆	●◆		●◆	●◆		
Séché Eco-Services		●		●◆			●◆	
Séché Environnement Ouest		●	●		●			●
Séché Healthcare				◆				◆
STEI							●◆	
Séché Transport						●◆		●◆
Séché Urgences Interventions					●◆			
Sénerval			◆					
Sotrefi		◆		◆	◆			
Speichim Processing	◆	◆						
Trédi		◆	◆	◆	◆			
Triadis Services		◆	◆		◆			◆
Valo'Loire			●					
SOUTHERN AFRICA								
Interwaste (South Africa)		●◆						●◆
Spilltech (South Africa)						●◆		
Rent-A-Drum (Namibia)		●◆						●◆
LATIN AMERICA								
Séché Group Chile (Chile)							◆	●◆
Sem Tredi (Mexico)								◆
Essac (Peru)						●◆		
Séché Group Peru (Peru)							◆	●◆
ASIA								
ECO (Singapore)		◆					◆	
EUROPE								
UTM (Germany)		◆						◆
Furia (Italy)		◆					◆	◆
Ibertredi (Spain)							◆	
Valls Química (Spain)	◆	◆						
Mecomer (Italy)		◆					◆	
Solarca (Spain World)								●◆

● Non-hazardous waste ◆ Hazardous waste

Value CREATION



Focus

SUSTAINABLE DEVELOPMENT APPROACH in our value chain

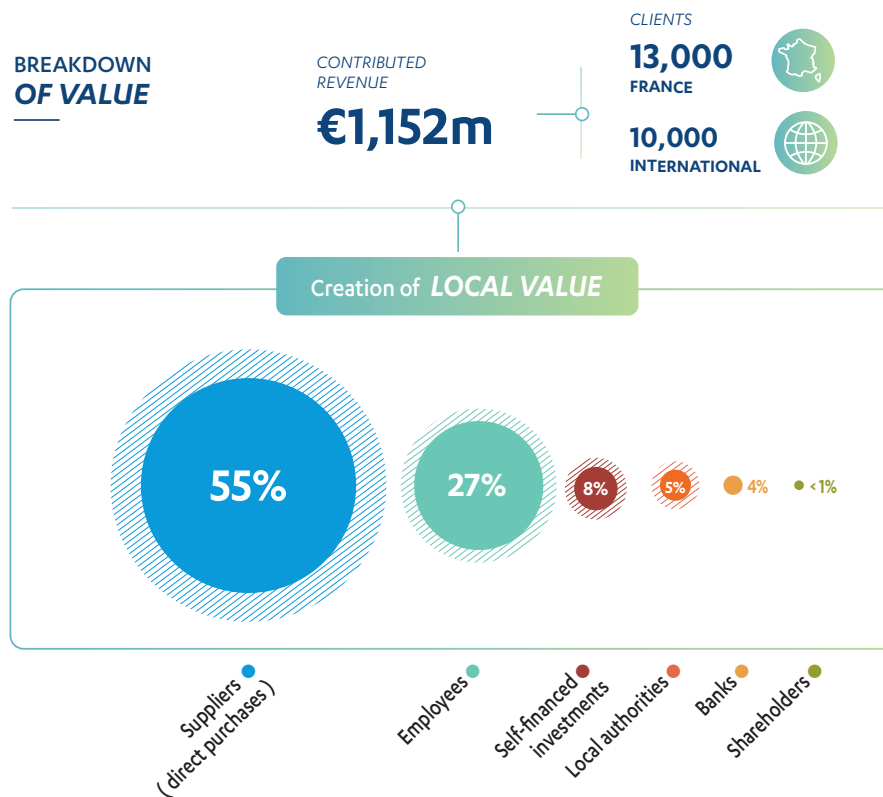
The Group Code of Ethics is implemented across all our sites, which incorporate these commitments at every stage of their value chain. The aim of this approach is to foster consistency and cultivate a shared understanding of Séché Environnement's core values. It incorporates positions on social and environmental issues, as well as on the business model, ethics, and compliance.

Our responsible procurement policy is an integral part of our value creation strategy. It defines four criteria: quality, cost, timeliness, and social, environmental, and compliance factors. This strategy has been implemented in France and is currently being rolled out among our international subsidiaries.

After a strong first half-year, both in France and internationally, the French scope experienced slower growth in some business activities during the second half, driven by a wait-and-see approach from certain customers. However, Séché Environnement's strong financial position enabled the Group to continue making significant investments to improve and modernize its industrial facilities.

VALUE DISTRIBUTION

Séché Environnement's family-owned industrial model is built on a **balanced sharing of the value it creates**, mainly through its circular economy activities and material and energy recovery operations. The Group generates this value through **close collaboration** with suppliers and service providers, most of them operating in regional markets, in France and internationally. This model also supports **job creation** and **skills development** in the local communities where the Group operates.



INDICATORS 2025

€1,152 MILLION
CONTRIBUTED REVENUE

Variation: +3.6% vs 2024

€225.4 MILLION
EARNINGS BEFORE INTEREST, TAXES, DEPRECIATION AND AMORTIZATION (EBITDA)

Variation: -7% vs 2024

€81.5 MILLION
OPERATING INCOME (OI)

Variation: -11.1 % vs 2024

€21.5 MILLION
NET INCOME (COMPANY SHAREHOLDERS)

Variation: -39.4 % vs 2024

2.3X
FINANCIAL LEVERAGE RATIO

Variation: -0.9 pp vs 2024

Corporate GOVERNANCE

Our family-based governance structure is an asset for the ecological transition, it combines our capacity for innovation, strong local roots, and a long-term vision. It ensures the stability of Séché Environnement's shareholder base, strategic consistency, and sustainable investment capacity, all of which contribute to our environmental and economic performance.



INDICATORS 2025

FAMILY SHAREHOLDING

69% of Séché Environnement's capital is held by the family, through direct and indirect holdings.

GOVERNANCE AND CSR MANAGEMENT

Since 2023, the **CSR Committee** has overseen our sustainable development strategy and the implementation of CSRD** requirements, in collaboration with the governance bodies.

PERFORMANCE AND FINANCIAL RECOGNITION

Share price: **€73.4 as of 12/31/2025**.
Stock market valuation: **89% growth since 2020**, a testament to the market's confidence in our strategic direction.

ETHICS & ACCOUNTABILITY

Implementation of a Code of Ethics and responsible procurement policy integrated throughout the value chain. Incorporation of stakeholder expectations into strategic decisions.

SUSTAINABLE FINANCE

Sustainable finance reflects our commitment to achieving our own sustainable development goals set for 2025 (2020 baseline, constant scope). Originally based on ESG criteria, our latest financial tools now incorporate the criteria of the European green taxonomy.

NEW FINANCIAL TOOLS aligned with the taxonomy (2025)

In 2025, we adopted two new financing mechanisms for our activities that are aligned with the European green taxonomy:

€470 million > GREEN BOND
Issue date: 03/2025

€300 million > ISSUE OF GREEN HYBRID BONDS
Issue date: 10/2025

Current SUSTAINABLE FINANCING TOOLS

€300 million > BOND WITH ESG IMPACT CRITERIA
Issue date: 11/2021

- > SBTi - Climate: 25% reduction in GHG emissions (Scopes 1 & 2)*
- > SBTN - Water: 15% reduction in water withdrawal **

€200 million > CREDIT FACILITY
Subscription date: 03/2022

- > SBTi - Climate: 25% reduction in GHG emissions (Scopes 1 & 2)*
- > 40% increase in GHGs avoided thanks to material recovery
- > Workplace accident severity rate (SR) maintained at <1 and frequency rate (TF1) down 7 points vs 2019

€50 million > GREEN BOND***
Non-financial objectives updated in 2023

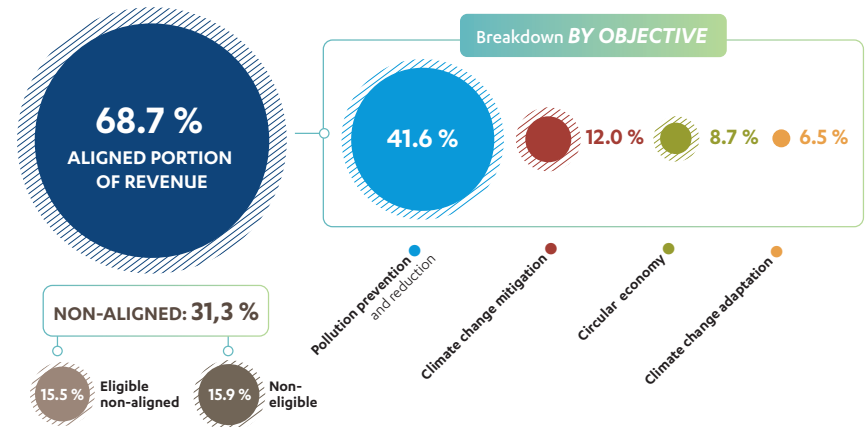
- > Energy self-sufficiency rate of > 290%
- > 60% progress rate on Act4nature new cycle 2023-2027
- > SBTi - Climate: 25% reduction in GHG emissions (Scopes 1 & 2)*

* By 2030 vs 2020 baseline. ** By 2030 vs 2023 baseline.

*** Euro-PP loan with ESG impact criteria

REVENUE ALIGNMENT with the EU taxonomy

The European green taxonomy, in its final version of June 2023, defines which economic activities can be considered environmentally sustainable. It enables investors to assess the extent to which their investments contribute positively to the ecological transition. The strong alignment of our businesses is confirmed, with **68.7% of revenue aligned** with the European green taxonomy compared to an average of 17.3% among European companies.



* Corporate Social Responsibility. ** The Corporate Sustainability Reporting Directive (CSRD) is a new European directive that aims to standardize corporate sustainability reporting and improve the availability of published ESG (environmental, social, and governance) data.

INTERNATIONAL presence



7.5x

We have multiplied our international revenue by 7.5, from **€55.6 million in 2017** to **€417 million in 2025**.

LATIN AMERICA

Waste management activities for major industrial clients continue to grow, driven by synergies among subsidiaries in the region.

In Chile, the acquisition of Hidronor, the Chilean leader in industrial waste management, provides Séché Environnement with new capabilities for treating hazardous and non-hazardous waste through three sites strategically located across the country.

Our international strategy is based on adapting to the growing needs of our industrial clients, offering them advanced environmental solutions and secure management of their hazardous waste. In every region where the Group operates, we conduct our activities in full compliance with environmental regulations and the highest quality standards, in line with our commitments.

EUROPE

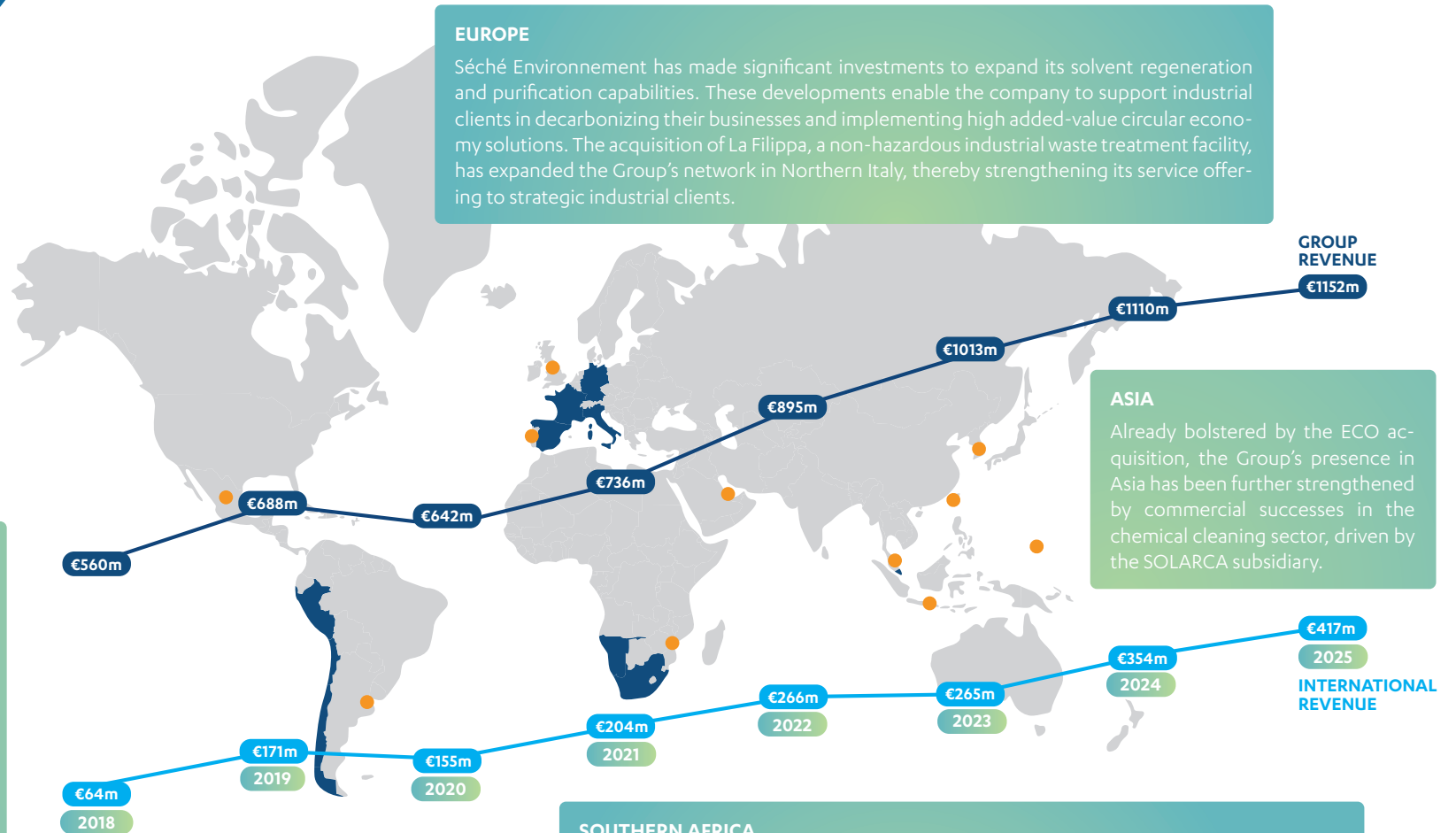
Séché Environnement has made significant investments to expand its solvent regeneration and purification capabilities. These developments enable the company to support industrial clients in decarbonizing their businesses and implementing high added-value circular economy solutions. The acquisition of La Filippa, a non-hazardous industrial waste treatment facility, has expanded the Group's network in Northern Italy, thereby strengthening its service offering to strategic industrial clients.

ASIA

Already bolstered by the ECO acquisition, the Group's presence in Asia has been further strengthened by commercial successes in the chemical cleaning sector, driven by the SOLARCA subsidiary.

SOUTHERN AFRICA

The improved performance of the industrial water treatment plant located in the Mpumalanga industrial region of South Africa is now helping to conserve water resources at regional and national levels. In addition, business continues to expand to support strategic industrial clients, particularly through landfill and incineration facility projects for the energy sector.



Human RESOURCES

INDICATORS 2025

7,451
EMPLOYEES



France
2,998
International
4,453

29.2%
PERCENTAGE
OF WOMEN
in management



176,577
HOURS OF
TRAINING



In 2025, each employee
was trained **ON AVERAGE**
23H

Our human resources policy builds on our ongoing commitments to skills development, job security, and workplace fairness. Our action priorities and performance indicators remain largely stable, ensuring a sustained long-term social performance. In 2025, our inclusion initiative reached a new milestone with the signing of the Disability and Occupational Health Charter by all of our French sites.

SKILLS, EMPLOYABILITY, AND RECRUITMENT

In a context of industrial, environmental and organizational transformations, **our human resources policy supports employees on their path toward operational excellence, sustainable development and professional equity.**

This strategy is reflected in a skills development plan designed to support the ongoing adaptation of our business lines and meet the growing demands of our operations. It also aims to enhance our employees' skills and provide career development opportunities, in line with the needs of our business units. Continuous learning is a central driver and a pillar of our social policy.

In addition, our approach relies on targeted recruitment to meet growing skills requirements, particularly in roles facing labor shortages. We strengthen the visibility and attractiveness of the sector, which is essential yet still under-recognized, by generating candidate interest, retaining talent, and integrating emerging expertise.

GENDER EQUALITY

Numerous initiatives are being implemented among our subsidiaries to establish and foster a culture of inclusion. **This culture is gradually strengthening through regular promotion of career opportunities and efforts to raise awareness among managers,** with the aim of promoting more equitable access to roles and leadership positions.

In France, Séché Environnement relies on monitoring the Professional Equality Index, which is based on five regulatory indicators. This tool allows us to evaluate our practices and make progress each year to ensure fairness and equal treatment within the company.



Focus DISABILITY POLICY

In 2025, all our French sites signed the Disability and Occupational Health Charter. This document ushers in a new stage of Séché Environnement's inclusion initiative. The Charter confirms our commitment to fostering an accessible and supportive working environment, and to ensure equal opportunities at every stage of the employee's career from recruitment through to retirement.

It commits the signatory sites to rolling out concrete measures, such as appointing disability representatives, adapting workstations, raising awareness and supporting managers and teams, as well as developing partnerships with specialized stakeholders.

Occupational HEALTH AND SAFETY

INDICATORS 2025

6.71

**LOST-TIME WORKPLACE
ACCIDENT RATE (TFI)**

for the Group
2020 baseline: 11.74

Our commitments

< 7 by 2026 for the Group
and < 12 for the French sites
by 2025

0.50

SEVERITY RATE (SR)

for the Group
2020 baseline: 0.48

Our commitments

< 0.7 by 2026 for the Group
and < 1 for the French sites
in 2025

This year marks the rollout of our new multi year occupational risk prevention policy covering the 2025 to 2030 period, led by the Group QSSE team composed of sixteen team members. From an indicator perspective, a significant improvement has been recorded, both at Group level and across the French scope.

OCCUPATIONAL HEALTH AND SAFETY POLICY

The joint efforts made over the last five years have reduced the accident frequency rate by nearly 50% at constant scope, and by 42% including acquisitions. This commitment is reflected in the Group's non-financial objectives.

> Outlook for 2025-2030

The signing of the new Occupational Health and Safety Policy by Maxime Séché and each business line director underlines their determination to continue the momentum initiated in 2021 in order to achieve the objectives and ambitions set by the Group. It ensures that all site managers commit to the Policy, raise awareness amongst their teams, and take the steps required to achieve these objectives.

> Safety standards

Common safety standards are implemented across all Group sites to harmonize practices and strengthen prevention efforts.

- **VITAL rules:** a common set of rules to harmonize safety practices and ensure regulatory compliance.
- **Safety orientation and refresher training:** mandatory modules for employees, with refresher training every two years.
- **Chemical risk:** enhanced monitoring of facility assessments.
- **Site safety maturity:** dedicated tools to evaluate practices and identify areas for improvement.
- **Digitized prevention plans:** digitization of safety protocols for loading and unloading operations.

> Training & awareness-raising

The Group implements training and awareness initiatives to strengthen its culture of prevention and engage all employees.

- **Séché Weeks International:** an internal leadership program held one week per month for a year, designed to galvanize teams in France and internationally in the areas of health, safety, and quality of life at work.
- **Safety Days:** awareness days dedicated to safety and risk prevention.
- **Prevention Exchange Visit:** training for managers to encourage safe behaviors and foster discussions about work situations.
- **MSD Prevention:** awareness campaigns on musculoskeletal disorders and best practices for prevention.
- **Skipper Mascot:** an educational tool illustrating real-life scenarios for promoting health and safety in France and internationally.



Focus Enhanced vigilance in the field

In South Africa, Interwaste has strengthened its safety approach by introducing Safety Stand-Down sessions, with the involvement of all employees.

These sessions provide an opportunity to reinforce safety expectations and share feedback from the field. They also help improve risk identification, particularly the detection of hazardous situations across various business sectors.

II. Our **TRANSFORMATION** Your **STRATEGIES**

The ecological transition is taking shape in the field to address the challenges of climate change, resource management, risk mitigation, and preservation of biodiversity. Through our five interconnected strategic priorities, we work to improve our own practices and collaborate with our clients, leveraging our solutions to address these challenges.

**AXIS 1
CLIMATE
AND ENERGY**

**AXIS 2
CIRCULAR
ECONOMY**

**AXIS 3
WATER
CYCLE**

**AXIS 4
RISKS AND
HAZARDS**

**AXIS 5
BIODIVERSITY**



Climate and ENERGY



ENSURE THAT EVERYONE HAS ACCESS TO RELIABLE, SUSTAINABLE, AND MODERN ENERGY SERVICES at an affordable cost



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE and its impacts

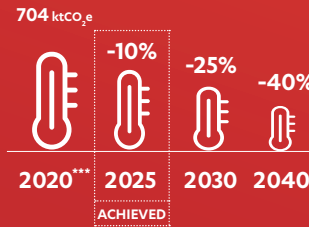


REDUCE THE GROUP'S CARBON FOOTPRINT while ensuring the performance and resilience of our industrial operations

DEPLOY LOW-CARBON INDUSTRIAL SOLUTIONS FOR OUR CLIENTS through our circular economy activities



GHG* EMISSIONS (SCOPE 1 AND 2)
SBTi** scope



* Greenhouse gases
** Science Based Targets initiative
Scope: France + Interwaste
*** Baseline year



LONG-TERM GHG EMISSIONS
Scope 3 - SBTi** scope

-25% by 2040 compared to 2024 levels

Scope 1, 2, and 3 - SBTi** scope

-90% by 2050 compared to 2020 levels

ENERGY SELF-SUFFICIENCY

Scope: France FCEPP****

296% in 2026 or +36% compared to 2020 levels

**** Facilities Classified for Environmental Protection Purposes.

GHG EMISSIONS (SCOPE 1 AND 2)
SBTi** scope

-19% between 2020 and 2025
Baseline: 704 ktCO₂e

France scope

-17% between 2020 and 2025
Baseline: 640 ktCO₂e

REDUCING OUR GHG EMISSIONS

by decarbonizing our activities

STRATEGY In accordance with the highest international standards, Séché Environnement is committed to reducing its greenhouse gas emissions by 25% between 2020 and 2030. This trajectory is built on three complementary levers: tackling diffuse methane emissions, improving energy sobriety, and replacing fossil fuels with low carbon energy sources, including the development of renewable energy and energy recovery solutions.

Our COMMITMENTS

-17%
GHG EMISSIONS
BY 2027

Variation: -19% between 2020 and 2025
SBTi 2020 constant scope

-12%
ENERGY CONSUMPTION
BY 2026

Variation: -8% between 2020 and 2025
France 2020 constant scope

Our TRANSITION INITIATIVES

Combating diffuse methane emissions

At the six French non-hazardous waste landfill facilities, drones are used to detect and map areas of methane emissions. These devices help identify potential leaks and guide corrective actions and ongoing operational adjustments, with the aim of sustainably increasing the volume of biogas captured. **Deployed on an ongoing basis, this method enabled the Group to achieve methane capture rates exceeding 90% in 2025 for the third consecutive year.**

Energy restraint and replacement of fossil fuels

- > **Decarbonization of transport:** gradual replacement of the fleet with lower-emission, less polluting vehicles (electric, hybrid, biofuel, LPG) and logistical optimization of waste collection routes.
- > **Optimization of facilities and processes:** reduction in fossil fuel use through the installation of gas injection systems (Sénéral, Triadis Services Rouen) and renovation work to improve facility energy performance and insulation (Valls Quimica).
- > **Equipment energy efficiency:** replacement of lighting systems with LED solutions at several sites in Spain, Germany, Italy, and Peru, contributing to reduced energy consumption and costs.

- > **Energy production and own use:** development of photovoltaic systems generating solar energy for own use or fed into the grid (France, Chile, Italy, Namibia), and recovery of waste heat from industrial processes for internal use, replacing carbon-based heat sources (Speichim Processing).
- > **Improving the sustainability of facilities:** preventive and corrective maintenance operations across all sites in France, including leak detection in compressed air systems, insulation of hot circuits, and performance optimization to maximize electricity and steam production (ECO).

Hazardous waste incinerators

Implementing the solutions outlined in our decarbonization roadmap would result in a **reduction of GHG emissions of approximately 30%, a reduction in water use of nearly 60%, and a 30% reduction in electricity consumption.** An additional solution combining oxygen enrichment and carbon capture has also been studied; it would eliminate nearly all remaining CO₂ emissions from combustion.

Our 2025 RESULTS

OUR carbon footprint

GHG emissions from activities*

1,433
ktCO₂e

SCOPES 1 AND 2

773 ktCO₂e
571 202

SCOPE 3

660 ktCO₂e
319 341

These induced emissions (Scopes 1 and 2) mainly come from:

- > **75%: carbon** contained in incinerated waste, both hazardous and non-hazardous,
- > **9%: uncaptured** methane naturally emitted during disposal of non-hazardous final waste,
- > **16%: energy consumption** and other uses such as air conditioning and specialty gases.

Source: Bilan Carbone® fossil carbon footprint methodology, 2025 (Total Scopes 1, 2, and 3 - France 2020 constant scope. Carbon dioxide equivalent (ktCO₂e) is the unit of measurement created by the IPCC to compare greenhouse gas emissions in terms of their "global warming potential" (GWP).





REDUCING OUR CLIENTS' GHG EMISSIONS

through circular economy initiatives

STRATEGY The transition to a low-carbon economy cannot be confined to reducing our own emissions: it also involves providing long-term support to help our clients decarbonize their operations. Through circular economy solutions, Sécché Environnement contributes to reducing their greenhouse gas emissions by replacing fossil fuels with low-carbon and recovered resources.

Our COMMITMENTS

+50%

EMISSIONS AVOIDED
FOR OUR CLIENTS
BY 2026

Variation: +44%
between 2020 and 2025*

+36%

ENERGY
SELF-SUFFICIENCY
BY 2026

Variation: +31%
between 2020 and 2025**

* France 2020 constant scope. ** France ICPE 2020 current scope.

Our TRANSITION INITIATIVES

Examples of energy recovery solutions

> The Mo'UVE energy recovery unit in Montauban

Inaugurated after two years of construction work, the facility enables the local area to reduce its carbon footprint by recovering waste in the form of electricity and heat. The site generates electricity, most of which is supplied to the public grid, and has doubled its heat production, which is now used to supply the district heating network, serving the equivalent of 4,200 homes.

> Recovery of waste heat at the Trédi Strasbourg site

The recovery of heat from waste incineration contributes towards decarbonizing the metropolitan area's heating system. This energy, recovered and fed into the urban heating system since 2024, helps reduce reliance on fossil fuels. Through this initiative, Trédi Strasbourg supplies heat to the equivalent of 30,000 homes.

CLIMATE CHANGE adaptation

Our adaptation strategy relies on a comprehensive assessment of the vulnerability of our industrial sites to the main climate hazards identified, particularly heatwaves, heavy rainfall, and drought. The main risks identified relate to working conditions, the disposal and handling of products and waste, industrial waste treatment equipment, electrical and electronic equipment, buildings, as well as water supply and treatment.

A fully operational strategy: Focus on the Trédi Salaise-sur-Sanne site

The Group's adaptation strategy is now entering the operational phase, as exemplified by the Trédi Salaise site, which is now incorporating climate-related challenges more fully into its industrial strategy. For example, in response to the risk of extreme heat and increased solar radiation, exacerbated by climate change, specific measures have been implemented to mitigate the effects of solar radiation on storage tanks containing flammable liquids (classified as H225 and H226), given rising summer temperatures.

Measures currently being rolled out include:

- the installation of pressure and temperature sensors on the two largest storage tanks (200 m³) to continuously monitor internal conditions and detect any abnormal deviations related to weather conditions;
- changing the color of the tanks to a light gray shade (RAL 7035) with low solar absorptivity, thereby reducing the surface temperature of the tanks and, consequently, the temperature of the stored liquids.

Vulnerability assessments and adaptation measures are based on recognized methods and climate projections derived from IPCC models, applying time horizons of 2030 and 2050. The OCARA framework developed by Carbone 4 consultants enables the analysis of companies' resilience to the physical impacts of climate change. The ACT Adaptation method (Assessing Low-Carbon Transition - Adaptation) developed by ADEME and the Carbon Disclosure Project (CDP) contributes to the evaluation of organizations' adaptation strategies.



Our 2025 RESULTS

Our clients' carbon footprint

CLIMATE CONTRIBUTION FROM SOLUTIONS to reduce client GHG emissions



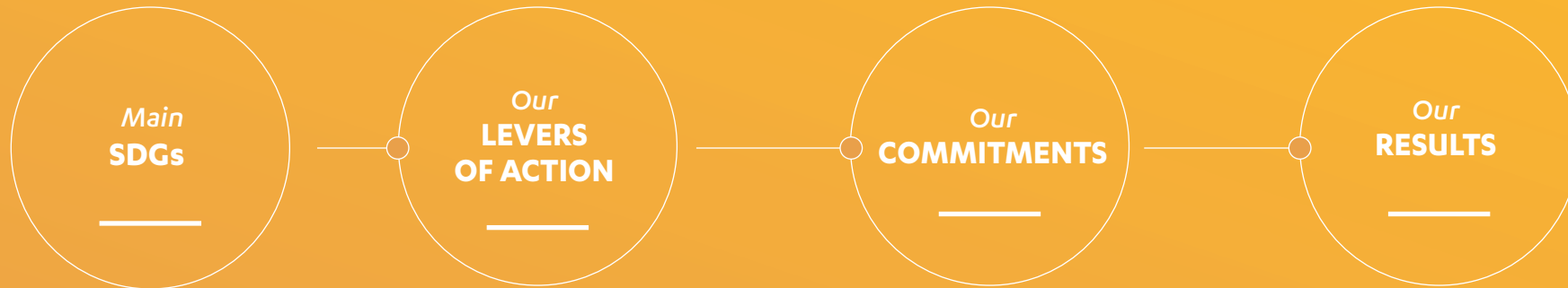
1,407 GWH/year OF ENERGY PRODUCTION

85% of which is sold to clients
and the remainder is used for internal
consumption



AXIS 2

Circular ECONOMY



MAKE CITIES AND HUMAN SETTLEMENTS
inclusive, safe, resilient and sustainable

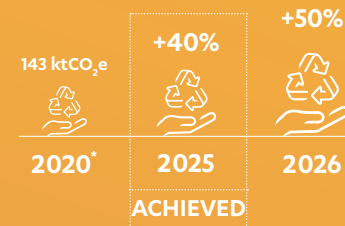


ENSURE SUSTAINABLE CONSUMPTION
and production practices

TURNING WASTE INTO RESOURCES AND ESTABLISHING CIRCULAR VALUE CHAINS
on an industrial scale

DEVELOPING RECYCLING AND MATERIAL RECOVERY CHAINS WITH HIGH ADDED VALUE,
tailored to complex waste streams

EMISSIONS AVOIDED THROUGH MATERIAL RECOVERY
France 2020 constant scope



* Baseline year

EMISSIONS AVOIDED THROUGH MATERIAL RECOVERY
France 2020 constant scope



INNOVATION SUPPORTING THE CIRCULAR ECONOMY

for high added-value waste recovery and green chemistry

STRATEGY Against a backdrop of ecological transition and reindustrialization, Séché Environnement is pursuing a bold innovation strategy. We are one of the leading global players in the recycling and purification of complex mixtures through distillation, notably bromine and solvents, high added-value products derived from hazardous waste and green chemistry. This expertise contributes to our clients' endeavors to reduce their Scope 3 carbon emissions (indirect emissions, purchases of low-carbon materials).

INDICATORS 2025

12 PEOPLE

32 ONGOING PROJECTS
of which 34% in the circular economy

3 KEY AREAS OF FOCUS:

- > **Process optimization to support the group's operations** in order to increase productivity, enhance safety, and ensure regulatory compliance.
- > **Designing waste recovery and treatment solutions tailored to clients' needs** to help drive their ecological transition.
- > **Developing breakthrough technologies** to address the challenges of tomorrow.

APPLICATION-BASED RESEARCH & DEVELOPMENT

Our multidisciplinary Research & Development team works closely with clients, scientific partners, stakeholders, and the Group's industrial sites to design the resources of tomorrow.

Through our R&D policy, we help our industrial clients **safeguard their supply chains and implement high added-value circular economy models.**

Our TRANSITION INITIATIVES

Regeneration activities

- > **Strategic investments have improved Valls Quimica's performance.**
- > **At the Speichim Processing Saint-Vulbas site,** the installation of four distillation columns, two of which are already in service, has doubled processing capacity. A new R&D laboratory and industrial demonstrator have been set up to optimize processes and convert chemical residues into high added-value molecules.
- > **Speichim Processing is continuing to develop a new chemical synthesis** from solvent regeneration waste. The first pilot production was completed in 2024; it is now in the industrial testing phase.
- > **Our R&D department has developed a bromine regeneration process - the only one of its kind in the world - operated at the Trédi Saint-Vulbas site.**

This process recovers **99% of the bromine** contained in bromine-containing brines from certain industrial processes. It yields **twenty times fewer greenhouse gas emissions** than extracting virgin bromine, a natural resource generally extracted from the Dead Sea. This circular economy loop makes it possible to **reduce bromine imports by nearly two-thirds.**

Our 2025 RESULTS

255.2 ktCO₂e

GHG EMISSIONS AVOIDED
THROUGH MATERIAL RECOVERY

Green chemistry: 200 employees, 5 sites in Europe

Through its chemicals business line, Séché Environnement offers specialized services to support strategic clients in the chemical and pharmaceutical industries. These services help clients optimize their production processes while reducing their environmental footprint. The Group is a leader in the fields of distillation and high-purity purification.

Our know-how:

- High-purity recycling of solvents for reuse
- Purification of chemical intermediates for optimal production yields
- Synthesis of molecules dedicated to the environmental transition and circular economy loops

Speichim Processing Montluron (France)



DELIVERING PRACTICAL INDUSTRIAL SOLUTIONS

to support the circular economy and energy transition

STRATEGY Our expertise in hazardous waste enables us to address operational challenges related to critical materials. Séché Environnement deploys proven industrial solutions, ranging from on-site management to the recycling of high added-value materials. In particular, we work with industry to promote the development of efficient recycling loops.

Your TRANSITION INITIATIVES

Circular economy solutions for the mining industry

Through its international subsidiaries, Séché Environnement has been supporting mining companies in Africa and Latin America for over 10 years. We offer solutions tailored to the operational and environmental constraints of their activities.

- > **Total Waste Management: management** and routing of all waste streams to the appropriate recovery or final disposal channels.
- > **Zero Waste to Landfill:** a pioneering approach aimed at limiting the landfilling of recoverable waste, based on the expertise of our laboratories and operational teams in identifying and characterizing waste and directing waste with recovery potential toward responsible supply chains.
- > **Wastewater treatment:** industrial water treatment solutions, either fixed or mobile depending on the client's needs, enabling the effective remediation of contaminants commonly found in mining processes (sulfides, phenols, ammonia).
- > **Specialized services and targeted technical interventions:** emergency response, asbestos project management, safe excavation of buried waste, industrial cleaning (including in confined spaces), contaminated soil remediation and bioremediation, as well as the provision of specialized equipment.
- > **Environmental consulting:** support in understanding and implementing local and international environmental regulations, preliminary facility audits, accredited laboratory analyses, awareness campaigns, and training programs for mining teams.

Lithium recycling solutions

Our R&D team is piloting an ambitious program to coordinate the entire value chain for the recycling of critical materials, from the collection and packaging of batteries to their secure handling, storage, and recycling.

At the TRIADIS Rennes site, an industrial pilot for the diagnosis, discharging, dismantling, and remanufacturing of batteries (3D&R proof of concept) has been developed. This project is a winner of ADEME's ORMAT call for projects, a support mechanism for strategic initiatives promoting national sovereignty in critical materials such as lithium, cobalt, and nickel. **By the end of 2025, this site will produce safe batteries for recycling, as well as reusable cells for second-life batteries manufacturers.**

Our TRANSITION INITIATIVES

Traceability

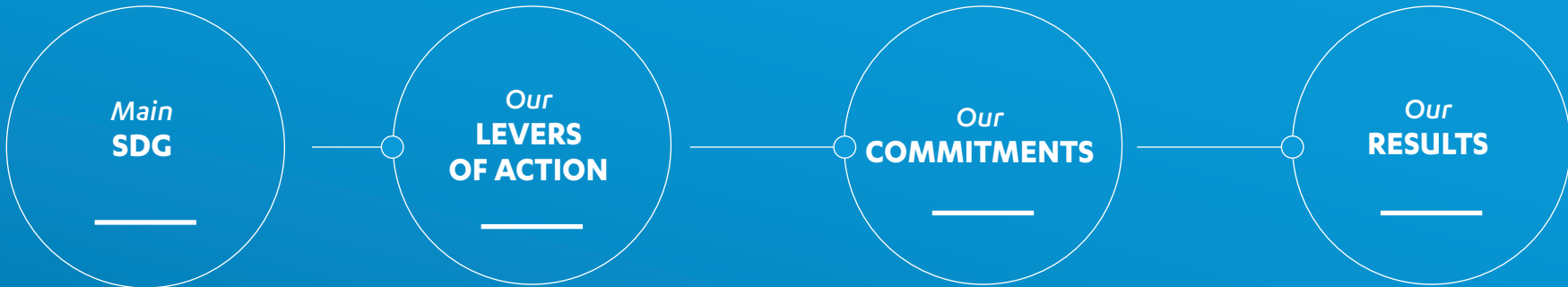
Séché Environnement guarantees its clients full digital traceability of their hazardous waste. This approach allows us to:

- strengthen the chain of responsibility for all stakeholders involved,
- combat illegal practices,
- improve the reliability of data on waste streams,
- improve the management of national and local public policies,
- simplify administrative management concerning traceability.

This data represents more than 10% of the streams on the "Trackdéchets" French government platform.



Water CYCLE



CLEAN WATER AND SANITATION

Ensure access to water and sanitation for all*



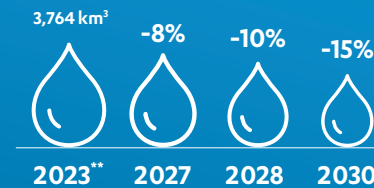
REDUCE WATER WITHDRAWALS*
and optimize water use at Group sites

DEPLOY SOLUTIONS FOR INTEGRATED MANAGEMENT

of the industrial water cycle, from treatment to reuse

WATER WITHDRAWAL

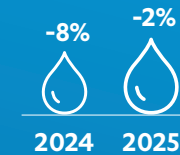
Group scope



** Baseline year

WATER WITHDRAWAL

France scope



2021 baseline: 3,754 km³. For 2025, the decrease is less pronounced due to leaks at major sites.

RECYCLED OR REUSED WATER

Group scope, between 2024 and 2025



* Water withdrawals refer to the total volume of water taken from a supply source, while consumption corresponds to the proportion actually used, once industrial and domestic discharges have been deducted.

A WATER STRATEGY

for the preservation of water resources, both globally and on site

STRATEGY Séché Environnement is strengthening its water strategy by focusing on water conservation, industrial efficiency, and environmental preservation. Our ambition is reflected in the implementation of targeted operational initiatives at our industrial sites, a strategy reinforced by our commitment to the Science Based Targets Network (SBTN) initiative.

Our COMMITMENTS

-13%

WATER WITHDRAWAL BY 2026

Variation: -2% between 2021 and 2025*

* France constant scope,
2021 baseline: 3,754 km³

CONCRETE ACTION PLANS AT OUR INDUSTRIAL SITES

At industrial sites where water withdrawals exceed 1,000 m³ per year, particularly those with the highest consumption, tangible measures to reduce water use are being implemented on an ongoing basis.

These measures include:

- improved monitoring of withdrawals by newly installed specific meters,
- partial or total modification of industrial processes;
- replacement of equipment with more energy-efficient technologies,
- rainwater collection and reuse,
- reuse of treated wastewater,
- adjustment of organizational and management methods.

A TRAJECTORY CONFIRMED BY SBTN CERTIFICATION

Séché Environnement has joined the initiative led by the SBTN with the aim of strengthening its strategy and defining targets for the preservation of water resources for the 2027, 2028 and 2030 horizons.

This voluntary initiative provides a scientific framework enabling economic actors to align their practices with planetary boundaries.

Building on the Science Based Targets dedicated to climate, **the Science Based Targets for nature set science based targets to reduce environmental impacts** and bring industrial activities back within local ecological limits. As part of the SBTN certification process, Séché Environnement conducted a materiality analysis and a prioritization of its biodiversity impacts, using the Step 1 and Step 2 methodology.

Our TRANSITION INITIATIVES

Trédi Salaise-sur-Sanne

In 2025, the Trédi Salaise, one of France's leading sites for the thermal treatment and recovery of hazardous waste, conducted a technical and economic study to establish a roadmap **towards near-zero water withdrawal**. This initiative resulted in a prioritized action plan incorporating a detailed analysis of water usage, the identification of the most efficient technical and economic solutions, and an assessment of the necessary investments and associated water savings. This bold approach can be replicated at other Group sites to gradually move towards zero water withdrawal.

ECO

At ECO, a recently acquired Singaporean subsidiary specializing in hazardous waste treatment, two initiatives have been implemented to significantly reduce the site's water consumption. The installation of a new activated carbon column enables the treatment of wastewater from the wastewater treatment plant, which was previously discharged into the sewer system. The treated wastewater is now combined with collected rainwater and reused in the incineration plant. Drinking water used in the furnace is recovered as condensate after treatment at the water treatment plant, then returned to the furnace.

This reuse is expected to reduce the site's total annual average water consumption by around 8%.

Speichim Processing Beaufort Orbagna

As a specialist in solvent treatment and purification, the Speichim Processing site in Beaufort Orbagna has launched an initiative aimed at reducing its drinking water consumption. An analysis of water usage revealed that all the water consumed came from the municipal water supply and was primarily used to top up the cooling tower. The site thus identified an alternative water source through rainwater collection. Following technical upgrades and the implementation of a specific treatment process, the reuse of rainwater as a substitute for municipal water to top up the cooling tower was successfully implemented without major alterations to existing facilities and operating conditions.

This initiative led to a 46% reduction in the site's municipal water consumption, as well as reducing its water bill.



Our 2025 RESULTS

4,125,000 m³

**OF WATER WITHDRAWN,
of which 62% returned
to the natural environment**

THE INDUSTRIAL WATER CYCLE

at the heart of strategic issues

STRATEGY Séché Environnement positions itself as a key player in the industrial water cycle. Since water plays a vital role in industrial production processes, the quality of the water used and the treatment of wastewater are major concerns for our clients. Today, clients must adapt to a growing number of challenges: climate change, dwindling resources, conflicts over resource use, increasing restrictions, and changing environmental regulations.

SOLUTIONS FOR INDUSTRIAL CLIENTS AT EVERY STAGE OF THE WATER CYCLE

The Group's bespoke solutions enable our clients to optimize their water consumption based on the specific needs of their industrial activity.

> Upstream

Production of process water tailored to specific industrial uses via techniques such as filtration, reverse osmosis, and demineralization.

> Downstream

Effluent treatment, sludge management, and by-product disposal.

> Complete cycle

Integrated management covering the production and treatment of process water and effluents.

> Network maintenance

Sanitation, high-pressure cleaning, and pumping services.

Your TRANSITION INITIATIVES

Interwaste

The commissioning of South Africa's first leachate treatment plant located in a region with limited water resources marks a major step forward in circular water management. This system enables the reuse of 63% of the leachate in the storage facility's operations (dust suppression and site activities) and 21% in the treatment plant's own processes. Water discharged into the natural environment remains compliant with current regulatory standards.

The facility was also named a runner-up in the "Water" category of the CAIA (Chemical and Allied Industries' Association) Responsible Care Initiative.

STEI

STEI (Séché Traitement Eaux Industrielles) has designed and operates a new biological wastewater treatment plant at the Sorgues site (Vaucluse) on behalf of EURENCO.

This large-scale project, carried out in partnership with NGE and KWI France and supported by the Rhône-Méditerranée-Corse water agency, enables the treatment of up to 14,000 m³ of water per day using an innovative biological process tailored to the site's complex wastewater (nitrates, specific molecules). This facility was designed to meet high environmental standards in accordance with restrictions on discharges into the Rhône.

Thanks to STEI's expertise, the plant now benefits from daily operational and maintenance management as part of a continuous improvement approach: optimization of operating costs, rigorous monitoring of treatment performance, and active protection of the natural environment.



Our 2025 RESULTS

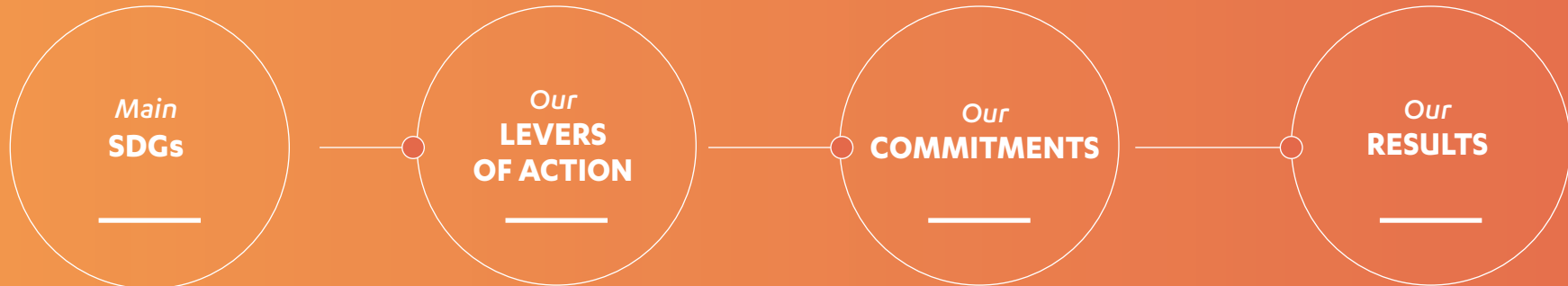
31,291 km³

OF WATER COLLECTED AND TREATED BY STEI



AXIS 4

Risks and HAZARDS



BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION and foster innovation



MAKE CITIES AND HUMAN SETTLEMENTS inclusive, safe, resilient and sustainable

STRENGTHEN STANDARDS for prevention, safety, and impact management across all activities

PROVIDE INDUSTRIAL CLIENTS AND LOCAL AUTHORITIES with treatment, security, and emergency response solutions

PRESERVE HUMAN AND ENVIRONMENTAL HEALTH

72% OF CONTRIBUTED REVENUE generated through our hazardous waste recovery and treatment activities

1,937 EMERGENCY RESPONSE INTERVENTIONS in 2025 worldwide

MEASURE AND ELIMINATE PFAS, “forever chemicals” with significant environmental and health impacts

STRATEGY PFAS are chemical compounds that can be persistent, capable of spreading and accumulating over long periods in soil, water, and living organisms. Found at many industrial sites, they pose a major environmental and health challenge. More than 10,000 substances are classified as PFAS, of which only around 100 can currently be measured across all matrices (air, water, soil, and biota). In this context, our emissions monitoring program covers around 50 PFAS, in accordance with the requirements of current ministerial decrees.

R&D AT THE FOREFRONT

Our expertise in the decontamination of industrial facilities, industrial water treatment, soil remediation, and hazardous waste management enables us to **address most PFAS-related issues, whether they involve water, soil, or industrial equipment.**

Our research teams have conducted detailed studies and rigorous tests in accordance with UN standardized protocols. This work has demonstrated that **our thermal treatment facilities are capable of destroying PFAS, even at high concentration levels.** Meanwhile, our R&D department has developed a reliable methodology for measuring PFAS, with very low detection limits, to ensure effective control of industrial effluents and to demonstrate the efficacy of the technologies deployed to treat them.

For our clients — whether industrial companies or local authorities — this expertise paves the way for new services in the areas of:

- treatment of contaminated industrial water,
- remediation of impacted soil and land,
- PFAS removal via a thermal treatment process.

Our TRANSITION INITIATIVES

Liquid discharge monitoring campaigns

Deployment of **targeted analysis campaigns on aqueous effluents** from sites affected by PFAS emissions. These campaigns rely on analytical methods with low quantification limits, enabling detailed characterization of discharges, verification of regulatory compliance, and support for continuous improvement initiatives in treatment processes.

Atmospheric emissions monitoring campaigns

Implementation of **specific programs to monitor atmospheric emissions**, particularly at thermal treatment facilities. These actions aim to characterize the facilities' air emission levels. Within the framework of thermal treatment campaigns, they also enable the quantification of PFAS abatement rates. These are essential actions for the effective control of environmental and health risks.

Replacement of equipment containing PFAS

Progressive identification and replacement of fire extinguishers containing PFOS and PFOA at Group sites, in line with European regulatory guidelines. This approach helps reduce potential sources of soil, water, and air contamination, while ensuring the safety of fire risk control equipment used at industrial facilities.

Your TRANSITION INITIATIVES

Our PFAS program supports several directly applicable R&D projects and helps manufacturers address these key challenges for the future of their facilities. The program coordinates the implementation of several industrial solutions:

> Measuring emissions

Analytical monitoring of PFAS, with very low quantification thresholds, has formed the foundation of our R&D work.

> Treating aqueous industrial effluents

In support of the Technical Operations Department and STEI, R&D has contributed to the implementation of industrial effluent treatment solutions, starting with Group facilities before moving on to client facilities. A Séché Environnement doctoral candidate within a CNRS team has been working for nearly three years on a new generation of effective treatments, including for ultra-short PFAS chains (e.g., TFA). An industrial demonstrator is planned for 2026.

> Decontaminate facilities

With SOLARCA, desorption technology enables the effective remediation of industrial facilities without dismantling or replacing equipment.

> Site remediation

With SES, operational solutions are available for the remediation of industrial sites, particularly those impacted by firefighting foam.

> Permanent removal

Using the UN “DE” and “DRE” protocols and working alongside plant operators, the R&D teams have demonstrated the capacity of hazardous waste energy recovery facilities to treat PFAS with a removal rate exceeding 99.999%, even at relatively high concentration levels.

Building on this solid foundation, the Group is anticipating regulatory changes and going beyond current requirements, notably by proposing the voluntary implementation of emission limit values (ELVs) for aqueous waste.



EMERGENCY RESPONSE

facing environmental and industrial risks

STRATEGY The Group continues to expand its operations in the emergency response sector: acquiring new subsidiaries in Chile and Peru, strengthening material and human resources, and providing on-the-job training for experts. The expansion of the offering of assistance contracts focused on risk prevention opens up promising prospects and is eligible for the European green taxonomy. Thanks to its multidisciplinary team of experts, Séché Environnement provides a comprehensive service, from diagnosis to remediation, including site security and waste treatment. Every operation is conducted with a high level of safety and full traceability.

Our TRANSITION INITIATIVES

Internal Operations Plan (IOP)

In France, Séché Environnement supports its clients by **signing contracts to provide assistance with the implementation of their Internal Operations Plan (IOP)**.

The “Post-Lubrizon” regulations now make IOPs mandatory at all Seveso-classified industrial sites. These contracts offer permanent availability, support in relations with government departments and stakeholders, preparation for an effective emergency response, and staff training.

Spill Tech

Spill Tech responded to a spill involving a truck carrying soybean oil inside Lauca National Park in Chile.

Faced with this emergency, the teams quickly deployed **containment and recovery equipment to limit the environmental impact** in this protected area and preserve a valuable natural ecosystem. Floating booms and absorbent socks were deployed to check the spread of the pollutant and facilitate its recovery.

These devices channeled the oil to collection areas where specialized systems recovered the spilled product.

UTM

The UTM team possesses **renowned expertise in risk management and crisis response** to ensure public safety and environmental protection. For example, the team intervened in downtown Bremen (Germany) to neutralize an unstable acetylene gas cylinder in danger of exploding.

Specialists deployed robotic recovery technology and advanced safety procedures to secure the cylinder without endangering the public. It was then transported to a secure site in accordance with applicable protocols.

SUI

A landmark project for Séché Urgences Interventions (SUI), the operation following a fire in a lithium-ion battery storage facility mobilized teams at the disaster site to handle the damaged batteries. The teams dismantled the racks containing the batteries and secured those intended for disposal.

This operation made it possible to **manage health and environmental risks** and ensure safe disposal of the damaged batteries.



BIODIVERSITY



PROTECT, RESTORE AND PROMOTE

sustainable use of terrestrial ecosystems



INTEGRATE THE PRESERVATION OF LIVING ECOSYSTEMS

into the Group's industrial and land strategy and into site management and development decisions

DEVELOP SOLUTIONS

for remediation, rehabilitation, and ecological support for local communities



100% PROGRESS ON THE NEW CYCLE BY 2027

Act4nature International and Companies Committed to Nature



30% OF ICPE* AREAS

protected by 2027



OVER 70% OF LAND AREA

covered by a biodiversity diagnosis by 2027

* ICPE French acronym for Classified facility for Environmental Protection



10% OF LAND DEDICATED TO BIODIVERSITY

in the new cycle by 2027



54 VOLUNTARY ACTIONS

to promote biodiversity at committed sites



6 ECOCERT-CERTIFIED SITES BIODIVERSITY COMMITMENT

covering all Group landfill facilities

A BIODIVERSITY PRESERVATION STRATEGY

that adapts to the ecological characteristics of our industrial sites

STRATEGY Our specific governance structure enables us to implement an operational biodiversity strategy closely aligned with specific site characteristics. It is based on three pillars of action: Knowledge and Action, Education and Awareness, and Engagement at all levels. This strategy translates into tangible measures tailored to local contexts: an action plan covering all Group sites, voluntary participation of 30 sites in the Act4nature initiative, now at the halfway point, as well as the Ecocert “Biodiversity Commitment” certification implemented at six major sites.

A HIGHLY TERRITORY-BASED, PARTNERSHIP-DRIVEN GOVERNANCE MODEL

- Each site is managed by a team of six expert ecologists.
- Partnerships with leading academic and nonprofit organizations, including the League for the Protection of Birds (LPO), the National Museum of Natural History (MNHN), and France Nature Environnement (FNE).
- Biodiversity ambassadors present at each site.
- Annual audits to meet impact loan requirements, ensuring credibility and robustness.
- An approach based on a double materiality analysis covering the five main pressure factors identified by IPBES*.
- Voluntary use of proven methodologies: the ENCORE methodology, for analyzing dependencies and impacts, and the ActBiodiversité road test, a tool developed by ADEME and the French Office for Biodiversity (OFB) to assess the maturity of companies’ biodiversity strategies.

2023–2027 ACTION PLAN

SITE-SPECIFIC ACTIONS	
Assessing biodiversity issues at our sites	More than 70% of land area covered by a biodiversity diagnosis
Sustainably maintain spaces	0 Phyto (pesticides) at our sites
Preserve wildlife	Identify, report, and limit wildlife traps at sites
Create sanctuary spaces for nature	Protect the equivalent of 30% of FCEPP areas
Strengthen ecological integration	More than 30 biodiversity initiatives over 5 years
Be active in the local area.	At least one local action at 70% of Act4nature sites by 2027
GROUP ACTIONS	
Make biodiversity a unifying position internally	At least 1 awareness-raising action per site
Develop scientific partnerships.	At least 1 partnership per year
Preserve biodiversity through philanthropic actions	2 financial or skills-based philanthropic actions per year
Develop the Group’s footprint indicator	Obtain a Group footprint assessment by 2027



ACT4NATURE**: an ongoing initiative

Our COMMITMENTS

20% PER YEAR
PROGRESS TARGET
* Scope: 30 committed sites

Our 2025 RESULTS

71% AVERAGE PROGRESS
22 SITES OUT OF 30
HAVE ACHIEVED OVER 60% COMPLIANCE

A validation committee met at the start of the cycle to review the actions proposed by the committed sites. **2025 marks the midpoint of the Act4nature cycle.** The sites were re-evaluated to present to external stakeholders the actions completed, those still to be implemented, and any difficulties encountered.

Following this evaluation, France Nature Environnement commended:

- the quality and soundness of the biodiversity action plans,
- the commitment of the ambassadors,
- the robustness of the methodology deployed,
- and the progress made on actions already benefiting local biodiversity.

Breakdown of actions carried out:

1. Understanding and restoring habitats, managing and protecting natural areas (44 actions)
2. Sharing information and raising awareness among internal and external stakeholders (48 actions)
3. Taking action at regional level, learning and contributing collectively (28 actions)

* The five main pressure factors identified by IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services) are: water, soil, and air pollution; overexploitation of natural resources; proliferation of invasive non-native species; climate change; destruction and fragmentation of natural environments.

** Act4nature International (EPE).

Our TRANSITION INITIATIVES

Biodiversity initiatives

The initiatives implemented at Group facilities, whether regulatory or voluntary, are **carried out in accordance with the site's initial state and ecological potential.**

Examples of initiatives conducted as part of the biodiversity action plan:

- > **Alternative management practices**, such as grazing by cattle, goats, and sheep, optimized mowing and mulching schedules, and the use of local seeds.
- > **Creation or restoration** of ponds and wetlands.
- > **Establishment of microhabitats**, such as stumps, piles of dead wood, hibernacula, etc., to encourage microfauna
- > **Installation of nesting boxes** and bird feeders.
- > **Preservation of refuge areas** for local flora and fauna.
- > **Voluntary monitoring of bio-indicator species**, particularly amphibians, birds, bats, and dragonflies, according to protocols developed with scientists from the French National Museum of Natural History.
- > **Creation of pockets of senescent woodland** (aging) in wooded areas.
- > **Historical consideration of the landscape** by implementing biodiversity-friendly practices.

Operational, scientific, and educational corporate philanthropy initiatives

In 2025, Séché Environnement supports the MNHN by funding thematic events, contributing to a participatory science program on soil biodiversity, and supporting a mentored project focused on the repurposing of landfill sites.

The Group also supports the LPO through programs aimed at linking agriculture and biodiversity and raising awareness among children. Finally, the Group works alongside FNE, which guides and validates the sites' voluntary commitments.

A biodiversity indicator for our major French sites

Since 2023, a new biodiversity indicator (IBGS) has been implemented at our six largest French sites. Tailored to the challenges of our business lines, it also helps preserve the continuity of our historical data. This indicator was designed in partnership with the LPO, drawing inspiration from the IQE (Ecological Quality Index) developed by the MNHN. Based on multiple criteria, it is part of a **six-year monitoring cycle** and enables the **harmonization of biodiversity monitoring protocols** while taking into account the Group's historical data, in order to assess changes in habitats and species, monitor heritage-related issues concerning species, evaluate the ecological functions of sites, and guide management and development efforts in support of biodiversity.

Identification and remediation of trap cavities

A protocol has been developed in collaboration with the LPO to identify and remediate trap cavities present at our industrial sites. These cavities (hollow posts, pipes, ponds, tanks, utility openings, etc.), which are often difficult to spot, can trap many species (birds, small mammals, reptiles, amphibians) and lead to falls, drowning, or exhaustion. The approach provides a survey method that complies with safety requirements and offers practical solutions (sealing, grilles, anti-drowning ramps, improved storage), along with periodic monitoring of the installations every three to five years.



Your TRANSITION INITIATIVES

Remediation solutions and reducing the ecological footprint

> Remediation of Réthoville beach (Manche)

On Réthoville beach in Vicq-sur-Mer, in the Cotentin region, Séché Éco Services stepped in to rehabilitate a coastal landfill threatened by rising sea levels and coastal erosion, within an ecologically sensitive area classified as a Natura 2000 site.

Carried out on behalf of the Établissement Public Foncier de Normandie, the project was conducted under strict environmental and scheduling constraints, particularly related to tides, nesting periods, and dune protection, in initial consultation with a Séché ecologist.

The project involved the excavation of approximately 600 m³ of waste over an area of 225 m², to a depth of 3 to 4 meters. A remote sorting system on a sealed platform enabled the separation of waste streams, including asbestos-containing waste treated through manual asbestos removal, and their disposal via regulated channels. At the end of the project, clean materials and topsoil were replaced to promote the restoration of the dune environment and the regrowth of vegetation, without causing permanent land take on the site.

> Remediation of the Viña del Mar industrial brownfield site (Chile)

This project aims to remediate a former industrial estate contaminated with hydrocarbons, thereby preserving the coastal ecosystem. This year, the project enters the restoration phase with site excavation, soil classification, and the installation of biopiles. It is part of a sustainable urban development initiative aimed at the transformation and ecological revitalization of this brownfield.





Local ACTIONS

In the field, Séché Environnement's strategy is put into practice through local actions and initiatives tailored to the specific characteristics of each site.

These achievements illustrate how we translate our commitments into concrete solutions.

SOCIAL

Séché Environnement

For the fourth consecutive year, we have been awarded the "Best Managed Companies" label by Deloitte. This recognition is awarded to the best French companies in terms of sound management and performance.

SEI Changé

Disability Awareness Day at the Changé site, led by a specialized consultant. These sessions aim to improve understanding of different forms of disability, both visible and invisible, and to promote a more inclusive work environment.

ESSAC

In 2025, as part of a major copper mining project in the southern region of the country, 237 community members were trained to respond appropriately to emergencies such as earthquakes, fires, and accidents requiring first aid.



Séché Group Peru

As part of the Tejiendo Liderazgo program, a women's empowerment workshop was co-organized in Moquegua with a mining client in southern Peru. This initiative aims to build the capacity of women leaders and promote leadership as a driver of social development.

Séché Environnement

With a score of 72 out of 100 this year, Ethifinance has confirmed the Séché Environnement Group's ESG (Environmental, Social, and Governance) performance by awarding it a gold medal for the second consecutive year. This assessment measures information transparency, the maturity of implemented policies, and progress in sustainable development.

Furia

Since its solar panels were commissioned, the site has accumulated fifteen months of renewable energy production. This installation helps reduce the energy footprint of operations and demonstrates the site's commitment to more sustainable production.

CLIMATE

Séché Environnement

Our new approach to methane capture at non-hazardous waste landfill facilities (ISDND) was published in detail in TSM, the leading journal for scientific and technical information in the water and waste sectors. It has been validated by Citepa, and the Séché Environnement Group is currently rolling it out internationally.

Trédi Salaise

Participation in the development of an educational module on industrial decarbonization at CNAM. The objective of this course, designed for third-year undergraduate and first-year engineering students, is to provide concrete examples of facilities enabling the decarbonization of industrial processes across various business sectors.

Valls Quimica

A carbon footprint calculator has been developed to assess the environmental impact of operations and regenerated products. Specifically tailored to Valls Quimica's facilities, this tool will enable better communication with clients regarding the benefits of using these products. It is scheduled to go live in 2026.



Séché Environnement

Our new Reuse & PFAS mobile unit combines all the necessary components for treating industrial wastewater, removing PFAS, and optimizing the recycling of treated water. Its modular design provides a quick, bespoke solution for various contexts and water flow rates.

WATER

Moz Environmental

Water collection points were rehabilitated to provide access to drinking water for the community, restore damaged infrastructure, and improve sanitary conditions. This initiative now allows 650 households to avoid traveling two kilometers a day to fetch water: they have access to drinking water just a few minutes from their homes.

Séché Group Chile

At the Sierra Gorda site, improvements and inspections were carried out on the piping system to optimize water distribution and facilitate monitoring of the water system. Water consumption was thus reduced by 50.3% between 2023 and 2025.



Local ACTIONS



Triadis Étampes

Inauguration of an educational trail in Saclas attended by local elected officials, partners, employees, and students from the community. This project, led by Triadis Services Étampes as part of its commitment to biodiversity, was designed in collaboration with local partners.

Séché Environnement

The Group's biodiversity ambassadors, accompanied by local ecologists, gathered during dedicated days to visit the Naturop-tère and the Trédi Salaise site in order to discover best practices in biodiversity within an industrial setting. At the midpoint of the cycle launched in 2023, these meetings provided an opportunity to share ideas and deepen knowledge.

DRIMM

The packaging sorting center is being up-graded in accordance with changes in plastic recycling processes. Nearly €3 million is being invested to improve the facility's performance. Citeo is supporting this initiative by funding around 70% of the project.

Trédi Strasbourg

During an official ceremony, Trédi Strasbourg received the "All United for Greater Biodiversity" label at Champion level, the highest distinction. Sponsored by the Eur-ométropole, this label recognizes exemplary ecological management of green spaces. The site notably features local plantings, alternative management, and sustainable mowing practices.

Speichim Processing Saint-Vulbas

The site hosted a visit from the French Minister of the Economy, Finance, and Industrial and Digital Sovereignty. The visit highlighted Speichim Process-ing's role as a major player in the circular economy and resource recovery.



ESSAC

In the Moquegua region of Peru, a beach cleanup was organized with local communities to help preserve the coastline, raise awareness about waste management, and strengthen collective environmental commitment.

Séché Group Peru

As part of the environmental measures set out in the contract, we donated and installed collection points in several schools and educational institutions. This initiative aims to improve source separation and waste management within educational communities.

Rent-A-Drum

To strengthen its commitment to biodiversity, Rent-A-Drum has joined the Act4nature initiative. As such, the company will participate in monitoring and evaluating progress made in biodiversity preservation, in line with conservation and sustainability goals.

ECO

Construction work on the new solvent recovery plant is moving forward. The facility will incorporate water treatment and reuse systems to improve process efficiency and sustainability. It is scheduled to come online in the first quarter of 2026 and will enable the recovery and recycling of used solvents from clients.



Mecomer

Mecomer is continuing its commitment to the ForestaMI project launched by the municipality of San Giuliano Milanese. The company is contributing to tree planting in the municipality in order to strengthen biodiversity and improve the local environment. It plans to continue this initiative in 2026.

CIRCULAR ECONOMY

Mecomer

The sustainability certification for vegetable oils is issued following verification by an accredited third-party organization. It guarantees the traceability of the supply chain from producer to recovery facility. Oils collected from restaurants and cafeterias and transported by Mecomer are considered sustainable.

Valls Quimica

A collaboration agreement has been signed with the La Sínia environmental association. As part of this initiative, 25 native trees from the riparian forest were donated and planted with the participation of volunteer employees from the site, thereby contributing to the restoration of local biodiversity.

BIODIVERSITY

KEY figures



COMPANY	
Revenue and clients	
Revenue	€1,152 million
Net income	€21.5 million
Share price down	-6%
Breakdown of revenue by business type	
Circular economy and decarbonization	28%
Hazard management	24%
Services	48%
Breakdown of revenue by waste type	
Hazardous waste	72%
Non-hazardous waste	28%
Breakdown of revenue by client type	
Local authorities	10%
Industrial clients	90%
Breakdown of France/ International revenue	
France	63.8%
International	36.2%
Governance	
Shares held directly and indirectly by the Séché family	69%
Locations	
+120 sites/subsidiaries in 9 countries	
Locations in 19 countries	

HUMAN RESOURCES	
Employees	
Group workforce	7,451
France	2,998
Southern Africa	2,400
Latin America	1,193
Asia	379
Europe (outside France)	481
Permanent contracts	
83.5%	
Inclusion	
Percentage of women	23%
Training	
Number of hours	176,577
Number of employees trained	84%
Health and safety (employees and temporary staff)	
Accident frequency rate	6.71
Severity rate	0.5

ENVIRONMENT	
Energy balance sheet	
Energy production	1,407 GWh
of which renewable	28%
of which recovered energy	72%
Energy self-sufficiency	181%
GHG emissions	
Induced GHG emissions (Scope 1 and 2)	772.8 ktCO ₂ e
GHG emissions avoided	400.7 ktCO ₂ e
GHG emissions reduced	3,795 ktCO ₂ e
Water cycle	
Water withdrawal	4,125,000 m ³
Water recycled	473,900 m ³
Biodiversity	
Committed Act4nature sites	30
Area dedicated to biodiversity	10%
Green finance	
5 social impact bonds	R&D
	25 patents

* Scope 1 and 2 fossil GHG emissions

Non-financial COMMITMENTS

In keeping with its commitment to sustainable development, the Group regularly reviews its non-financial performance targets with a view to continuous improvement and in order to set new targets.

In line with the targets it has already set, Séché Environnement is extending its scope of action at Group level by adopting new commitments on climate and water management.

These commitments include targets for reducing GHG emissions by 2027 and 2028 and reducing water consumption by 2027, 2028, and 2030. They are part of the Group's new sustainability framework, rated "Strong" by S&P in its SPO*, guaranteeing rigorous selection of indicators, calibration of objectives, and monitoring of performance.

* See Sustainability Financing Framework <https://www.groupe-seche.com/en/documents/financial-releases>

NON-FINANCIAL INDICATORS		RESULTS						GOALS				
		2020	2021	2022	2023	2024	2025	2025	2026	2027	2028	2030
CLIMATE — ENERGY												
Scope 1 and 2 GHG emissions (ktCO₂e)	<i>Constant scope France 2020</i>	642	654	631	570	571	533 (-17%)	576 (-10%)	557 (-13%)	-	-	-
	<i>Constant scope SBTi* 2020</i>	704	719	692	629	615	569 (-19%)	-	-	584 (-17%)	581 (-17.5%)	528 (-25%)
Energy consumption (GWh)	<i>Constant scope France 2020</i>	459	489	456	428	430	423 (-8%)	413 (-10%)	404 (-12%)	-	-	-
GHGs avoided by material recovery (ktCO₂e)	<i>Constant scope France 2020</i>	142	160	162	186	153	205 (+44%)	200 (+40%)	213 (+50%)	-	-	-
Energy self-sufficiency (%)	<i>Current scope France FCEPP</i>	218	248	258	270	278	286 (+31%)	288 (+32%)	296 (+36%)	-	-	-
WATER												
Water withdrawal (km³)	<i>Constant scope France 2021</i>	-	3,754	3,663	3,523	3,450	3,689 (-2%)	3,379 (-10%)	3,266 (-13%)	-	-	-
	<i>Constant scope Group 2023</i>	-	-	-	3,764	3,686	3,897 (+3.5%)	-	-	3,462 (-8%)	3,387 (-10%)	3,199 (-15%)
BIODIVERSITY												
<i>New Act4nature cycle 2023-2027</i>												
Act4nature progress (%)	<i>Scope: 30 committed sites</i>	50	75	100	34	58	71	60	80	100	-	-
HEALTH AND SAFETY												
Accident frequency rate	<i>Current scope France</i>	21.71	15.63	13.03	11.69	16.19	12.7	> 12	-	-	-	
	<i>Current scope Group</i>	-	8.2	7.86	7.48	7.69	6.71	> 7	-	-	-	
Severity rate	<i>Current scope France</i>	0.91	0.65	1.22	0.87	1.08	1.4	> 1	-	-	-	
	<i>Current scope Group</i>	-	0.34	0.48	0.37	0.39	0.5	> 0.7	-	-	-	



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April 2026

Editorial Committee: Sustainable Development Department

Photo credits: Séché Environnement

Editorial design: Clotilde Damerose - www.chapti.fr

Graphic design: Audrey Guizol - www.empathiedesign.com

