



Victrex Sustainability & ESG

September 2022

**We Bring Transformational & Sustainable Solutions
That Address World Material Challenges Every Day**

SHAPING FUTURE PERFORMANCE™





ENVIRONMENT

ACHIEVE NET ZERO CARBON EMISSIONS

Minimise use of resources (energy, waste, water) used in our own operations

2021: 28,454 Tonnes
2030: Net Zero
 (scope 1 & 2 emissions)



GOVERNANCE

ESG Centre of Excellence

- Increase disclosures and reporting
- Further validation of ESG strategy
- Signed up to SBTi Targets



SBTi

2030 SUSTAINABILITY VISION

WE BRING TRANSFORMATIONAL & SUSTAINABLE SOLUTIONS THAT ADDRESS WORLD MATERIAL CHALLENGES EVERY DAY

SUSTAINABLE SOLUTIONS

BRING ENVIRONMENTAL & SOCIETAL BENEFITS



Develop and deliver sustainable polymer solutions that provide environmental and societal benefits evidenced by data

2021: c50% revenue
2030: 70% revenue

SOCIAL

HAVE A POSITIVE IMPACT ON THE COMMUNITIES WHERE WE WORK



STEM INSPIRATION

Science, Technology, Engineering & Maths

Inspire the next generation: increase annual contacts reached

2021: 1,600
Goal: 2,500



COMMUNITY ACTIVITY

Maintain strong community engagement (cumulative hours target)

2021: 3,559
2030: 10,000



FEMALES IN LEADERSHIP

Enhance inclusion & diversity

2021: 10%
2030: 40%

SAFETY, HEALTH & WELLBEING

Achieve a Zero accident & Zero incident culture

Recordable Frequency Injury Rate | **Current: 0.7**
Goal: 0.0

Sustainability Strategy

Aligned to UN Sustainable Development Goals 2030



- Achieve carbon net zero emissions by 2030 (Scope 1 & 2 emissions)
- Increase the use of our sustainable & recyclable products which support CO₂ reduction
- Minimise resources (Carbon, Waste and Water) used in our operations
- Increase employee and community engagement on social responsibility

VICTREX SUSTAINABILITY & ESG

SUSTAINABLE SOLUTIONS



SUSTAINABLE SOLUTIONS

Bringing Environmental
& Societal Benefits



AEROSPACE

Sales to Aerospace support
3x CO₂ saving
vs. Victrex scope 1 & 2 emissions*

20,000+ aircraft
Have Victrex solutions onboard

AUTOMOTIVE

80,000 tonne annual CO₂
saving in Europe for
selected applications**

500+ million gears in automotive
applications made with VICTREX™ PEEK



MEDICAL

Improved patient outcomes
in Spine, Trauma Dental &
CMF applications***

15+ million implanted devices
worldwide use Invibio PEEK-OPTIMA™ polymers



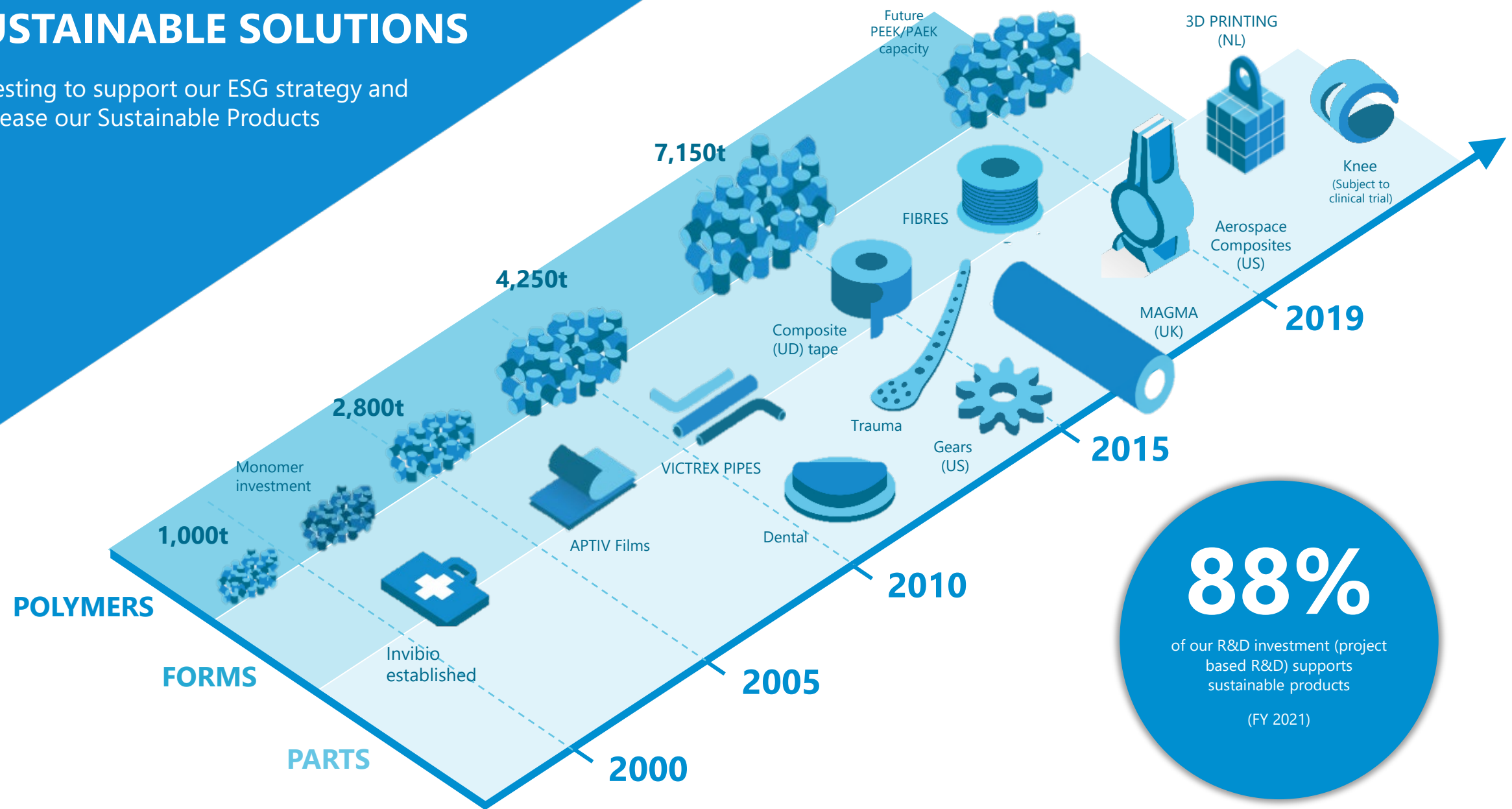
*Based on 10kg of PEEK replacement for metal, IATA carbon reduction & climate change 2018

** Based on European annual mileage for passenger cars using PEEK based vacuum pump and thrust washer applications vs metal

*** Victrex data on file. CMF, Craniomaxillofacial

INVESTMENT IN SUSTAINABLE SOLUTIONS

Investing to support our ESG strategy and increase our Sustainable Products



88%

of our R&D investment (project based R&D) supports sustainable products
(FY 2021)

VICTREX SUSTAINABILITY & ESG

OUR PATH TO NET ZERO



VICTREX PATH TO NET ZERO

Our Net Zero pathway ambition is centred on reducing climate impacts **from our own operations**

Delivering Bold Ambitions

Our bold vision (announced 2020) for net zero, scope 1 & 2 emissions by 2030 is significant and ambitious. It intentionally focuses and invests to drive down CO2 in our own global operations.

- ✓ 100% Renewable electricity by 2024
- ✓ Multi-fuel & green backed combustion processes
- ✓ Continuously improve emission & waste reductions
- ✓ Carbon abatement opportunities

Fulfil goals

Any minority, remaining balance will be from validated, ethical sources.

- ✓ Ethical Carbon offsetting

**POTENTIAL
EMISSIONS
TRAJECTORY
WITHOUT
INTERVENTION**

**NET
ZERO**

— Total Emissions
..... Scope 1 Emission
- - - Scope 2 Emission

2015 2020 2023 2025 2030

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GOVERNANCE



ACCREDITATIONS & PARTNERSHIPS

Bringing Environmental
& Societal Benefits



Ranked in top 6% of companies



Climate change 2021
B-



Commitment to the science-based emission reduction targets



Committed to an ethical and sustainable supply chain



The most widely adopted Automotive Supplier Assurance standard



A key ESG rating agency for investors & listed companies
A Rating



Inclusion in FTSE Russell Green Revenues Index



Victrex one of Europe's climate leaders



Clean Energy Supplier

Committed to Apple's Supplier Clean Energy program

Community Partnerships



Science Industry Partnership

VICTREX SUSTAINABILITY & ESG

SOCIAL RESPONSIBILITY



SOCIAL RESPONSIBILITY

Inspiring our employees & communities
to positively impact our ESG goals



Inspire the next generation in STEM* Education

TARGET
2,500 Contacts with young people

- Increase the number of Victrex ambassadors
- Implement global activity plan, including collaboration with schools, colleges and alignment to external initiatives e.g. Apprentice week, International women & girls in science day.

**Science, Technology, Engineering & Maths*



Employees devoted to community activity

**TARGET: 10,000 accumulative hours
devoted to community activity**

- Regional-led activity to meet local community need e.g. Volunteer with local schools, litter picks, Movember.
- Review methodology for sustainability engagement criteria
- Developed guidance for regions on how to enable volunteering



Drive Forward Inclusion & Diversity

TARGET
40% Females in leadership

- Foster an inclusive culture through mentoring, reverse mentoring, training and Gender Engagement Networks (GEN)
- Initiated diversity data collection & reporting
- Review policy & procedures including performance management, talent and recruitment

SHAPING FUTURE PERFORMANCE™

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