



# Victrex Sustainability & ESG overview



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

SHAPING FUTURE PERFORMANCE™





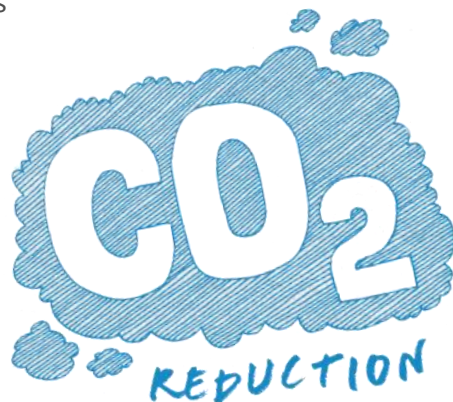


## ENVIRONMENT

### 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



CDP ACQUISITION CORPORATION

### 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 CO<sub>2</sub> 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 CO<sub>2</sub> saving  
vs. Victrex scope 1 & 2 emissions\*

20,000+ aircraft  
Have Victrex solutions onboard

## AUTOMOTIVE

80,000 tonne annual CO<sub>2</sub>  
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



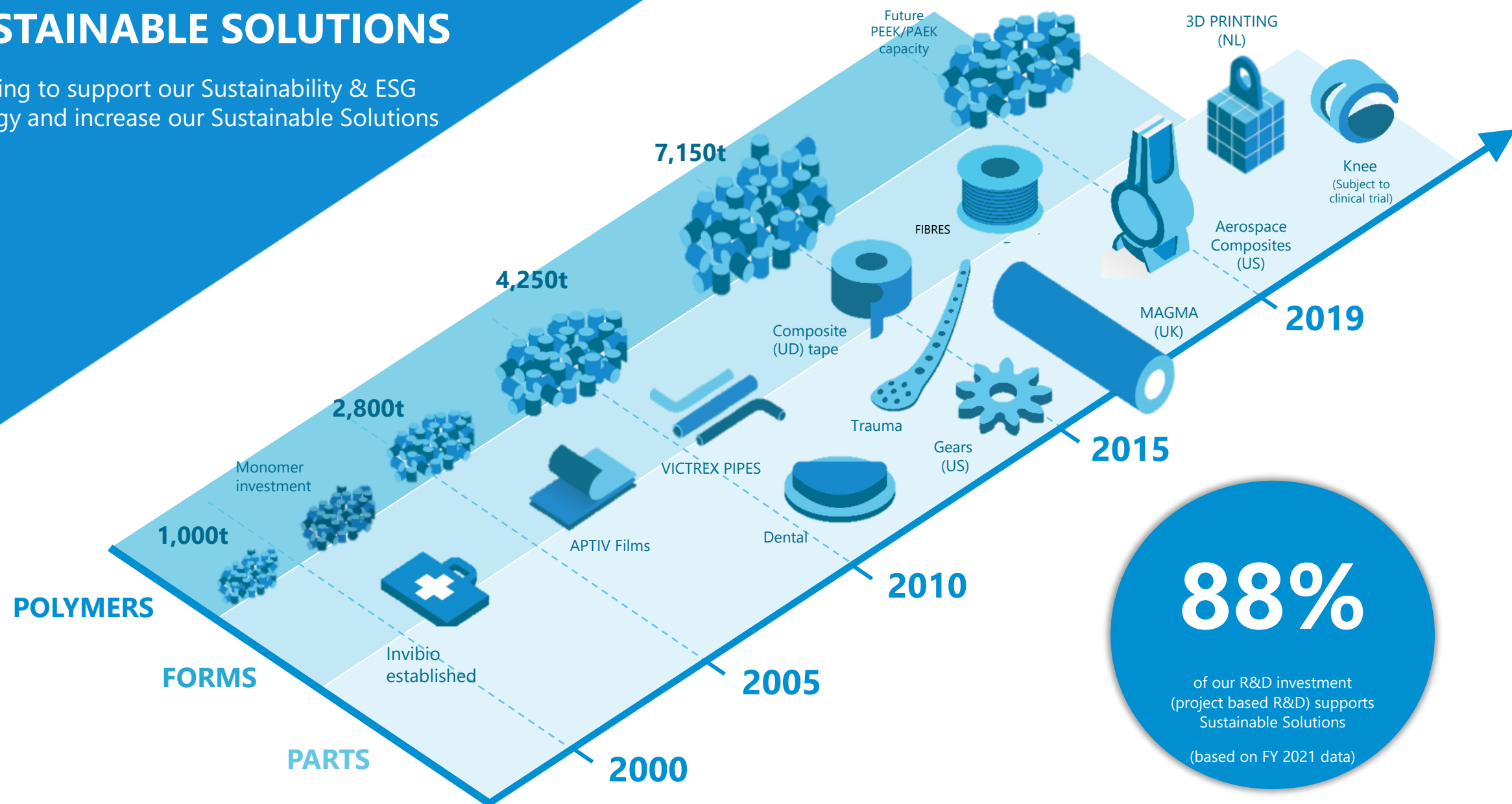
\*Based on 10kg of PEEK replacement for metal, IATA carbon reduction & climate change 2018

\*\* 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 Sustainability & ESG strategy and increase our Sustainable Solutions



88%

of our R&D investment  
(project based R&D) supports  
Sustainable Solutions  
(based on FY 2021 data)

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 CO<sub>2</sub> 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



VICTREX SUSTAINABILITY & ESG

# GOVERNANCE



# GOVERNANCE

TCFD framework used to demonstrate governance approach

## FY'22 MILESTONES



### GOVERNANCE

- Metrics reviewed quarterly
- Detailed ESG action plans reviewed during annual budget review
- Climate-related considerations built into business plans and proposals

### STRATEGY

- Business & functional strategies inclusive of ESG considerations
- Board considers ESG plans in context of Company Purpose at annual strategy reviews

### RISK MANAGEMENT

- Business risk management process to include climate-related risks
- Internal audit to include ESG plan and metric assessment in programme of work

### METRICS & TARGETS

- A scorecard is established for each functional area
- Focus on Victrex reducing own emissions & wastes; annual assessment of progress using external experts
- Rigorous approach being taken; assumption that most will be audited in due course

# ACCREDITATIONS & PARTNERSHIPS

Bringing Environmental  
& Societal Benefits



Ranked in top 6% of companies



Climate change 2021: B- rating



Commitment to the science-based emission reduction targets (SBTi)



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 is recognised as one of Europe's climate leaders



Clean Energy Supplier

Part of Apple's Supplier Clean Energy programme

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

# APPENDIX



## ACCELERATING THE REDUCTION OF CO<sub>2</sub> EMISSIONS IN THE SKY IN THE POST COVID WORLD

# 39,000+

new planes to enter service by 2040<sup>1</sup>



# 76%

of the new planes to enter service are single-aisle planes for short-mid haul flights<sup>2</sup>

WHAT IF WE COULD MAKE...

Unlike the B787 and A350s, Single-aisle planes are made mostly out of METAL<sup>3</sup>



# 50%

of all new single-aisle planes with PEEK composites<sup>4</sup>

# 60% LIGHTER

PEEK composites can replace metal parts and be up to 60% lighter with higher specific strength<sup>6</sup>

VICTREX  
AEROSPACE  
SOLUTIONS

>2M TONNES CO<sub>2</sub> SAVED  
with VICTREX PEEK  
solutions so far (2003 -)

# 53M



Potential saving of 53 million tonnes of CO<sub>2</sub>\* in 15 years if all of these new single-aisle planes could be made from 50% PEEK composites<sup>4</sup>

\*Approx 2% of CORSIA requirement

# CO<sub>2</sub>

REDUCTION

2.6 billion CO<sub>2</sub> reduction required in the aviation industry by CORSIA\* between 2021 -2035<sup>5</sup>

\*Carbon Offsetting and Reduction Scheme for International Aviation



VICTREX IS PART OF THE  
CLEAN SKY 2 PROGRAM,  
PARTNERING WITH MAJOR  
AIRFRAMER TO CO-DEVELOP  
LARGE PRIMARY/SECONDARY  
STRUCTURE WITH PEEK  
COMPOSITES.



# MINUTES VS. HOURS\*

PEEK composites also speeds-up the parts manufacturing process helping airframers reduce backlogs<sup>7</sup>

\*Thermoplastics vs. Thermoset annealing process time



### References

1,2 – Airbus Global Market Forecast 2021-2040

3 – About 85-95%, source:

<https://www.intechopen.com/books/aerospace-engineering/the-evolution-of-the-composite-fuselage-a-manufacturing-perspective>

4 – Based on Victrex calculation, details can be provided upon request

5 – IATA Fact Sheet "Climate Change & CORSIA" May 2018

6,7 – Victrex source, details can be provided upon request



# MODERN SLAVERY

## A Zero Tolerance Approach



# DRIVE FORWARD DIVERSITY, EQUITY & INCLUSION

↑  
STRATEGIC INITIATIVES  
↓

**Progression**

## AIMS

- Achieve 40% women in leadership by 2030
- Positive Employee Survey trends
- Increase representation of women in Victrex
- Achieve annual appointments from under-represented populations\* for external hires, including apprentices, & graduates

**Retention**

**Recruitment**

## FOCUSED INTERVENTIONS

- Gender based coach or mentoring
- Focussed I&D Learning
- Positive action approach for appointments
- Diversity data collection
- Established regional Gender Engagement Networks
- Policy updates e.g. Flexible working
- "Diversity lens" for people processes e.g. Talent management, recognition
- New methods, systems & processes for candidate attraction
- Recruitment considers under-represented populations (gender, age, disability) as part of short-lists
- All job advertisements promote Victrex as an equal opportunities employer







# DISCLAIMER

Victrex plc and/or its group companies (**Victrex plc**) believes that the information contained in this document is an accurate description of the typical characteristics and/or uses of the product(s) and is based on information that we believe is reliable. However, it is provided for information only. It is not intended to amount to advice on which you should rely and should not be construed as, or used as a substitute for, professional or specialist advice. In particular, it is the customer's responsibility to thoroughly test the product in each specific application to determine its performance, efficacy, and safety for each end-use product, device or other application. Suggestions of product uses should not be taken as inducements to infringe any particular patent. Mention of a product in this document is not a guarantee of its availability.

Victrex plc reserves the right to modify products, specifications and/or packaging as part of a continuous program of product development. Victrex plc makes no warranties, express or implied, including, without limitation, a warranty of fitness for a particular purpose or of intellectual property non-infringement, including but not limited to patent non-infringement, which are expressly disclaimed, whether express or implied, in fact or by law.

Further, Victrex plc makes no warranty to your customers or agents and has not authorised anyone to make any representation or warranty other than as provided above. Victrex plc shall in no event be liable for any general, indirect, special, consequential, punitive, incidental or similar damages, or any damages for harm to business, lost profits or lost savings, even if Victrex has been advised of the possibility of such damages regardless of the form of action. The foregoing does not seek to affect any liability (including to individual consumers) which cannot be excluded or limited under any applicable law.

Supporting information is available on request for claims referenced in this document.

Victrex plc is the owner or the licensee of all intellectual property rights in this document. All rights are protected by copyright and other intellectual property laws and treaties around the world. All rights reserved.

VICTREX™, APTIV™, VICOTE™, VICTREX PIPEST™, VICTREX HT™, VICTREX ST™, VICTREX WG™, VICTREX FG™, VICTREX HPG™, VICTREX AE™, VICTREX CT™ and SHAPING FUTURE PERFORMANCE™ are trademarks of Victrex plc or its group companies.

# SHAPING FUTURE PERFORMANCE™

[WWW.VICTREX.COM](http://WWW.VICTREX.COM)