

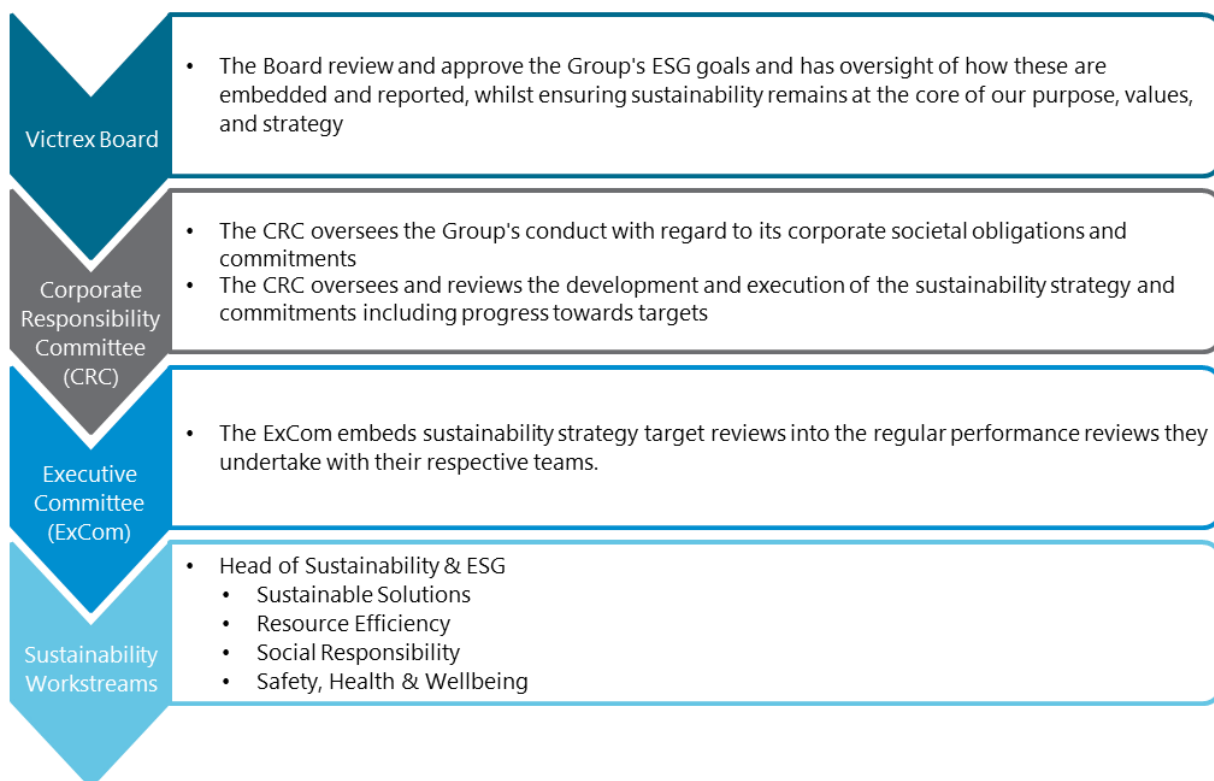
Victrex is committed to creating and delivering sustainable benefits and solutions to our customers and our markets, alongside maximising our resource efficiency across our global footprint and ensuring the safety and wellbeing of our employees and local communities.

Our Sustainability Agenda seeks to build on the differentiated offering we are known for by our customers and in our markets. Our focus is on three key areas:

- Planet – to maximise resource efficiency across the value chain and ensure regulatory compliance
- Product – to develop and deliver sustainable polymer solutions that provide clear social and environmental benefits to our customers and society
- People – to ensure the safety and wellbeing of our employees, provide equal opportunities and inclusive employment, and to support our communities through volunteering, STEM engagement, and biodiversity partnerships

Victrex has clear long-term targets and interim deliverables for each of these goals which are regularly reported on in our annual report.

Governance



Sustainability is one of our Code of Conduct pillars and each employee must complete their Code of Conduct e-learning training annually.

Our Commitments & Strategy

Victrex Sustainability Pillars

PLANET

- We continuously review the impacts and risks of climate change across our global manufacturing assets.
- We track energy and water use at all global sites, with data managed through our ESG reporting system and reviewed monthly by senior management.
- We have a commitment to report, reduce and optimise water withdrawal and consumption volumes, as well as waste generation.
- We are focused on reducing our reliance on fossil fuels.
- Our continuous improvement and energy efficiency programs drive our energy reduction plans across each location.
- We use 100% renewable electricity across all our global locations.
- We have validated targets aligned to the Science Based Targets initiative (SBTi) both near and long term targets for Scope 1, 2 & 3 emissions in line with 1.5C emissions reductions scenarios and Paris Agreement goals, with delivery of Scope 1 and 2 targets requiring electrification of our UK sites, and therefore reliant on availability and affordability of a decarbonised electricity grid.
- We engage our supply chain in climate action and capacity building and encourage and collect supplier Product Carbon Footprint (PCF) data.
- We assess our suppliers in environmental and social practices.
- Our manufacturing plants operate under national and local Environmental Permitting Regulations and undergo regular review. We carry out routine environmental monitoring to ensure strong operational control.
- We have well established processes in place to ensure safe chemical management and comply with national and local regulations i.e. The UK / EU (European Union) Chemicals Policy, REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals Regulations).

PRODUCTS

- We continue to assess systems for the recovery and recycling of waste materials from production processes.
- We partner with customers and suppliers to support a circular supply chain, where materials can be sourced sustainably and products at the end of their life are recycled.
- We are committed to conducting Life Cycle Assessments (LCA) to help us better understand the carbon footprint of our products and to support customers in identifying the benefits of using them across multiple industries.
- We participate in education, industry initiatives, and training programs to raise awareness and offer sustainability improvement support internally and externally.
- We have a Circularity Steering Group to monitor developments and activities in the circularity space, coordinate appropriate levels of activity, and guide Victrex's response to customer expectations.
- We invest a sizeable proportion of our Research & Development expenditure in sustainable products. These include our Aerospace programmes and our programmes supporting high performance materials in E-mobility and key Medical programmes which underpin clinical benefits.
- We strive to help customers to reduce their carbon footprint by offering alternative or innovative solutions to the traditional market option. Our products offer a unique combination of properties, supporting CO₂ reduction in Aerospace & Automotive through lightweighting and faster processing.

PEOPLE

Our employees

- We have a separate and specific Safety, Health, and Environment (SHE) policy, and set targets to drive continual SHE performance improvement.
- We develop the skills and experiences needed to deliver our business strategy and shape our people strategy.
- We operate an equal opportunities policy and provide a healthy environment which will encourage good and productive working relationships within the organisation.
- As an inclusive employer we continue to be fully supportive in our engagement of current and prospective employees regardless of their diversity characteristics and strive to increase our diversity with leadership gender and ethnicity targets.

Volunteering: Inspiring the next generation and supporting local communities

- We have a commitment to apprenticeships and work experience programmes.
- We strengthen Victrex's reputation through community engagement and support our employer brand by inspiring young people to pursue STEM and careers in science-based industries.
- Along with company led events and targeted charitable giving in the community, our employees are encouraged to proactively support aligned charities through volunteering.
- Participation is tracked to measure impact and is reported annually within our Sustainability Report.

Biodiversity

- We have partnerships with The Wildlife Trust for Lancashire, Manchester and North Merseyside and The Yorkshire Wildlife Trust and dedicate a proportion of volunteering hours to supporting these trusts and by extension, the environment where we operate.

Disclosures

It is increasingly important to our investors, customers, and employees that we transparently disclose on, and continually seek to improve our sustainability performance.

Victrex complies with the Task Force on Climate-Related Financial Disclosures (TCFD) and Streamlined Energy and Carbon Reporting (SECR) reporting requirements and uses Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) guidance for strong reporting of energy, water and waste. We are committed to disclosing climate-related information for our investors via frameworks and platforms such as the Carbon Disclosure Project (CDP). For our customers, we are committed to disclosing on platforms such as EcoVadis, SEDEX, and Supplier Assurance.

Victrex's Sustainable goals are in alignment with the United Nations Sustainable Development Goals (SDGs), more information can be found in our most recent annual report.

Definitions

Acronym/Term	Definition
CDP	Formerly known as Carbon Disclosure Project, CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.
EcoVadis	A business sustainability ratings provider.
GHG (Greenhouse Gas)	A greenhouse gas is a gas that absorbs and emits radiant energy within the thermal infrared range, causing the greenhouse effect.
GRI	Global Reporting Initiative - provides frameworks for strong reporting of Sustainability metrics
LCA	Life Cycle Assessment – an analysis of environmental impacts across all stages of a product's life
PCF	Product Carbon Footprint – a measurement of all greenhouse gas emissions generated throughout a product's lifecycle
SASB	Sustainability Accounting Standards Board - provides frameworks for strong reporting of Sustainability metrics.
SBTi	Science-Based Target initiative
SECR	Streamlined Energy and Carbon Reporting
Scope 1	Emissions from our own production and office facilities.
Scope 2	The greenhouse gases released into the atmosphere from the consumption of purchased electricity, steam, heat, and cooling.
Scope 3	The whole value chain of emissions for an organisation's products or services. This is typically the largest impact.
SDGs	United Nations Sustainable Development Goals
TCFD	Taskforce on Climate-Related Financial Disclosures – focus on climate metrics and targets, risk management, strategy, and governance and focus on the impact of climate change to businesses instead of the other way around.

A. T. Hanson

Andrew Hanson

Director of Investor Relations, Corporate Communications & ESG