

Imerys' individual commitments in act4nature international

Group presentation

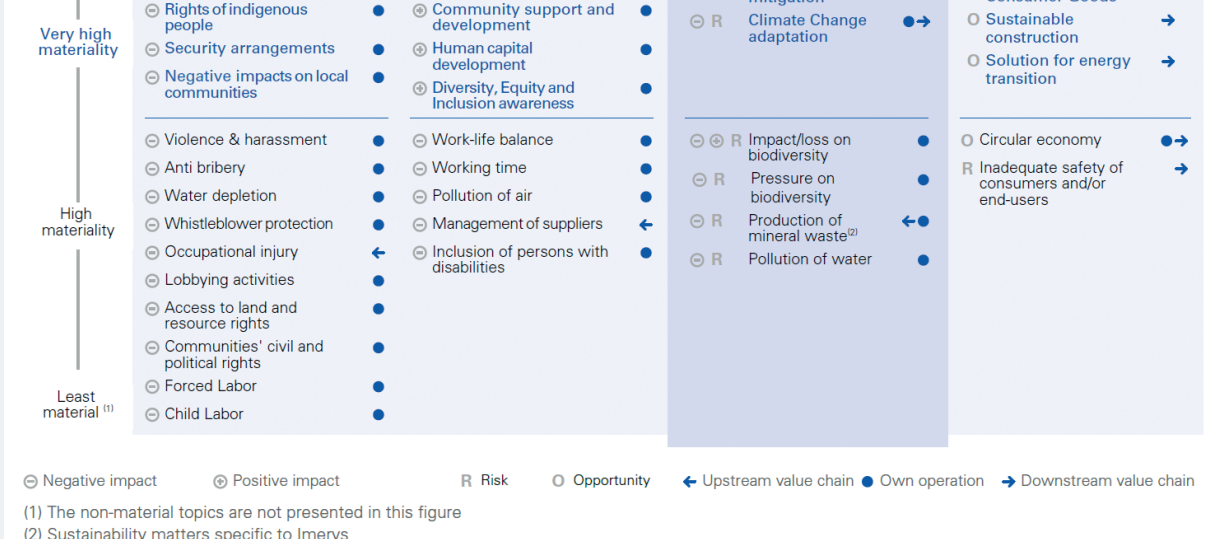
Imerys is the global leader in specialty mineral solutions, committed to extracting and transforming minerals sustainably over the long term to meet society's needs. Through continuous research and innovation, the Group offers its customers products, processes, and technologies designed to address major societal and environmental challenges, such as sustainable mobile energy, alternative food production methods, and reduced material consumption across various industrial sectors.

Imerys operates in 40 countries with over 150 industrial sites for mineral extraction and processing, employing 12,400 people. In 2024, Imerys reported a revenue of 3.6 billion euros.

Materiality analysis

In 2024, Imerys conducted a double materiality analysis in accordance with the Corporate Sustainability Reporting Directive (CSRD). The themes emerging from this analysis are mitigation and adaptation to climate change, biodiversity and ecosystems, mineral waste production, and water pollution.

The figure below summarizes the sustainability matters associated with negative *[-]*, positive *[+]* material impacts, risks *[R]* and opportunities *[O]* according to the Group's assessment.



(1) The non-material topics are not presented in this figure
(2) Sustainability matters specific to Imerys

The analysis of dependencies, risks, impacts and opportunities on biodiversity highlighted that **the most significant impact of our activities results from extraction activities in quarries**, due to habitat destruction, both in our operations and in our value chain.

Alignment with previous act4nature international commitments

Through actions defined in our previous commitments, we have collaborated with scientific organizations such as PatriNat in order to better understand our impacts, identify biodiversity present on our sites, and explore opportunities for preservation, restoration and management of natural resources. The completion rate of the 2020-2024 program is 94%. Of the 9 commitments presented, 7 are fully achieved and 2 are partially achieved. The results are available in the act4nature 2024 report and in the [Imerys URD 2024 publication](#).

In continuity with our achievements to date, we present our updated commitment for the period 2025-2028. New actions integrated during this period contain the mention **NEW**. Some actions from previous commitments are presented here, as they require continuous improvement, further development, large-scale deployment, or are linked to our priority issues. The new commitments have been restructured into 4 pillars: *(1)* Strategy and governance, *(2)* Mitigation hierarchy approach and reduction of pressures on biodiversity, *(3)* R&D and ecological data, *(4)* Communication, awareness and training.

The main objective of this new commitment period is to identify actions to contribute to the preservation and restoration of nature by addressing all stages of the mitigation hierarchy, while exploring R&D opportunities to improve the ecological conditions of our sites. Imerys aims to minimize its impacts on biodiversity. This objective is based on an action program that aims to contribute to the objectives of the Kunming-Montreal global biodiversity framework and the United Nations Sustainable Development Goals (SDGs), particularly SDG 15 *(protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss)*.

Individual commitments

Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline
1. Strategy and governance					
10 7	1.1 Continue biodiversity governance led by the Chief Executive Officer and monitor progress on commitments The Sustainability Committee, chaired by the CEO and comprising Executive Committee members, will annually validate progress on biodiversity objectives	Global ⁽¹⁾	Annual review of the action plan progress	An annual meeting and an annual publication	From 2025
1 2 7 9 10	1.2 Strategic scientific partnership Continue the strategic partnership with PatriNat (MNHN-OFB-CNRS-IRD) until 2028 to enhance biodiversity knowledge and deploy tools and actions addressing Imerys' impacts across all sites	Global	% of progress on actions planned in the collaboration agreement for the 2025-2028 period	Achievement of <i>at least</i> 80% of the action plan outlined in the agreement by the end of 2028	End of 2028
1 3	1.3 Continuous improvement tools ↑ Strengthen and deploy internal biodiversity management tools for all sites ⁽²⁾ : - The internal policy defines biodiversity management requirements - The maturity matrix enables the assessment of a site's maturity in biodiversity management and facilitates the definition of an improvement action plan - The toolkit provides sites with best practices, Imerys case studies, and resources for further exploration	Global	% of extraction sites that have assessed their compliance with the updated internal policy % of sites with an updated Biodiversity Action Plan (BAP)	60% of extractive sites will have assessed their compliance with the internal biodiversity policy and updated a BAP, using internal tools, by 2028	End of 2028
10	1.4 Submit to the remuneration committee the integration of biodiversity preservation into compensation criteria for the CEO and senior executives NEW Incorporate quantifiable Environmental, Social, and Governance (ESG) criteria, including biodiversity, into the annual variable remuneration of the CEO and senior executives	N/A	The compensation of the Chief Executive Officer and senior executives includes a variable component linked to ESG criteria for the duration of the commitment	Integration of a variable component linked to ESG criteria submitted to the remuneration committee	From 2025
3 4	1.5 Biodiversity footprint assessment NEW Update the Group's biodiversity footprint assessment using the Corporate Biodiversity Footprint (CBF) ³ and evaluate the footprint of priority sites ⁽⁴⁾ using the Site Biodiversity Footprint (SBF)	Global	% of priority sites with an assessed SBF	Assessment of the Group footprint using the CBF methodology and of 20 priority sites using the SBF by 2028	End of 2028
2 4	1.6 Integrating biodiversity preservation into our upstream value chain NEW According to the CBF study, assess our major impacts in scope 3, to then identify how biodiversity can be integrated into our value chain Incorporate ecological criteria to guide strategic purchasing decisions towards reduced biodiversity impact	Global	N/A % of suppliers classified as having a "significant ecological impact" with an associated action plan	75% of our total expenditure will be with evaluated suppliers 50% of suppliers defined as having an "ecological impact" will have an action plan	End of 2028
2. Mitigation hierarchy approach and reduction of pressures on biodiversity					
5	2.1 Strengthen the mitigation hierarchy in quarries worldwide NEW Ensure site compliance with the internal biodiversity policy, which incorporates the mitigation hierarchy approach throughout the quarry lifecycle and actions to reduce our impact on major causes of biodiversity loss Site compliance with this protocol is assessed through internal EHS audits and regular biodiversity reviews of priority sites using the environmental maturity matrix (<i>internal tool</i>)	All active quarries	% of priority sites with an overall maturity of 4 on the maturity matrix	By the end of 2025, the 20 priority sites will be audited to identify improvement opportunities By the end of 2028, priority sites will achieve a minimum overall maturity level of 4 ⁽⁵⁾	End of 2025 End of 2028
5	2.2 Avoidance of sensitive areas NEW Avoid exploitation of new extractive sites (<i>quarries and mines</i>) within UNESCO World Heritage sites and IUCN protected areas classified in categories I, II and III New extraction sites operating within a 5 km radius of zones I, II, III, as well as new sites operating within or within a 5 km radius of an area covering both a zone IV and a biodiversity hotspot ⁽⁶⁾ , will assess their biodiversity impacts and implement specific measures to preserve biodiversity	Future quarries and mines	Number of extractive sites located in UNESCO World Heritage sites, in IUCN protected areas categories I, II, and III % of new extractive sites located in zones I, II, III, or within a 5 km radius of an area that includes both a zone IV and a biodiversity hotspot, with specific measures in place for biodiversity preservation Baseline year: 2025	No new extractive sites within UNESCO sites and IUCN zones I, II, and III 100% of new extractive sites operating within a 5 km radius of zones I, II, III, and areas covering both a zone IV and a biodiversity hotspot will have implemented specific biodiversity preservation measures	From 2025
3 5	2.3 Reduction of pressures on biodiversity Implement measures to mitigate the impact of our activities on biodiversity related to main biodiversity pressures: - Continue implementing the Group's climate change roadmap ↑ - Mitigate our water-related impacts by developing and deploying a water management roadmap and protocol NEW - Prevent, identify, and control Invasive Alien Species (IAS) in quarries ↑	Global	Climate: % reduction in greenhouse gas (GHG) emissions Baseline year: 2021 Water: % of priority sites with a water management plan IAS: Dissemination of the toolkit	Climate: Reduce scopes 1 and 2 GHG emissions by 42% and scope 3 emissions by 25% by the end of 2030 ⁽⁷⁾ Water: By 2026, 100% of priority water sites will have a management plan for responsible use of water resources ⁽⁸⁾ IAS: By 2028, Imerys will consolidate IAS issues from its sites worldwide and share best available practices through a toolkit	End of 2030 End of 2026 End of 2028
3 5	2.4 Rehabilitation NEW Update rehabilitation requirements in the internal policy to promote progressive restoration, ecological rehabilitation, and the development of a sustainable land use policy	All active quarries	% of extraction sites reporting their rehabilitated area by land use type Development of an internal sustainable land policy Update of internal rehabilitation policy % of audited rehabilitation plans for priority sites	100% of priority sites will report their rehabilitated area by land use type Internal dissemination of the sustainable land management policy Internal dissemination of the rehabilitation protocol 100% of priority sites will have their rehabilitation plans audited by internal experts by 2028	End of 2025 End of 2026 End of 2026 End of 2028
3. R&D, natural knowledge and sharing of naturalist data					
3	3.1 Data sharing with the Global Biodiversity Information Facility (GBIF) and the Information System of the Heritage Inventory (SINP) ↑ Establish a Group GBIF account to share data from ecological inventories and R&D programs across global sites. Imerys will continue submitting data from French sites to the SINP	All active quarries	% of priority sites reporting data to GBIF and SINP	100% of priority sites report data to biodiversity information systems (SINP/GBIF)	End of 2028
3	3.2 R&D on rehabilitation and biodiversity indicators Conduct R&D projects to develop and test methods and indicators for assessing the ecological condition of sites and to identify opportunities for enhancing ecological rehabilitation	Experimental sites	Number of R&D projects	By 2028, <i>at least</i> 2 R&D projects related to rehabilitation and ecological indicators	End of 2028
6	3.3 Nature-based Solutions (NbS) NEW Test Nature-based Solutions, according to the IUCN international standard, at two Group sites	Two sites	Number of NbS	NbS tested on two sites	End of 2028
4. Communication, awareness, and training					
8	4.1 Strengthen awareness and training of our employees Conduct biodiversity awareness events across all Imerys sites, host annual webinars on environmental topics for site biodiversity referents, and provide training for environmental managers in each business sector	Global	Number of events, webinars and seminars organized	Organize <i>at least</i> 1 global awareness event for all Imerys personnel (<i>Imerys Connect Day</i>), <i>at least</i> 1 annual webinar, and 2 training sessions by 2028	End of 2028
8	4.2 SD Challenge ⁽⁹⁾ Organize an annual internal competition (<i>SD challenge</i>) to encourage employees to develop and implement initiatives that preserve biodiversity and enhance rehabilitation efforts at our sites	Global	Number of projects in the biodiversity and rehabilitation category	<i>At least</i> 80 initiatives in this category between 2025 and 2028	From 2025 to end of 2028
8	4.3 Communication Share and highlight the results of biodiversity initiatives, from studies and projects, with the general public and scientific community <i>(e.g., through articles, methodological guides, participation in seminars or conferences, social media, and websites, etc.)</i>	Global	Number of publications and participations in external events	Conduct <i>at least</i> 8 external communication actions (<i>publication and/or conference</i>)	End of 2028

1 Global refers to all operational sites of the Group (*plants and quarries*).
2 More information on Imerys' policy and tools can be found in the [Biodiversity Report 2024](#).
3 The Corporate Biodiversity Footprint (CBF) was conducted for all Imerys operational sites in 2022. This methodology has certain limitations due to the defined assumptions and the data used. It will be performed again with more precise data to identify discrepancies compared to the first version and to obtain a more accurate calculation, covering scopes 1, 2, and upstream scope 3 emissions.
4 Priority sites for biodiversity have been identified based on three criteria, focusing on sites with quarries that: (1) extract more than 1 million tonnes per year, (2) or are located within a 5 km radius of an IUCN category I, II, or III protected area, (3) or are situated within a 5 km radius of both a biodiversity hotspot and an IUCN category IV protected area.
5 The internal maturity assessment is associated with 4 levels of maturity based on the percentage of compliance. Level 4 is achieved when the site's compliance is above 75%.
6 Refer to the 36 biodiversity hotspots identified by the mapping of Conservation International.
7 These reduction targets are expressed relative to 2021, which is considered the baseline year. These short-term targets (*for 2030*) have been established based on Climate science and are compatible with limiting global warming to 1.5°C. They were validated by the Science Based Targets initiative (SBTi) in 2023.
8 This management plan aims to structure local initiatives and continuous improvement approaches related to water resource preservation (*quantity and quality*).
9 Imerys' annual global competition on sustainable development.