THINKING OF TOMORROW

Sustainability Report 2025

Making life better through our passion for minerals and chemistry – it's what unites us.

Omya is a privately-owned company with over 140 years' heritage. We are a trusted and responsible worldwide distributor of specialty materials and a leading global producer of essential minerals.

Want to know more?

READ OUR SUSTAINABILITY BROCHURE ↗

VISIT OUR WEBSITE ↗

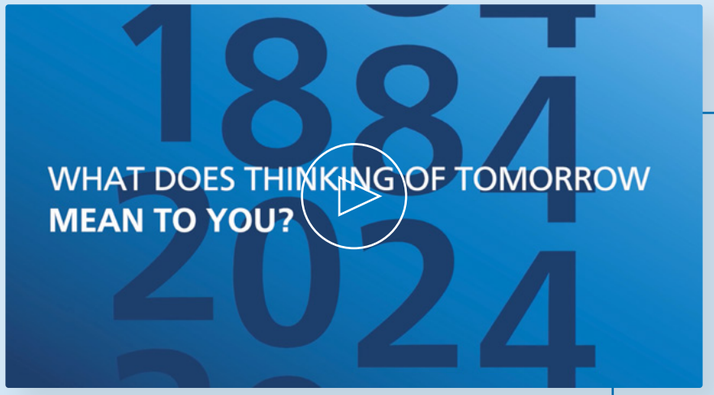
FOLLOW US ON LINKEDIN ↗

Do you have questions about this report or our sustainability efforts? Contact us at SUSTAINABILITY@OMYA.COM ↗

Thinking of Tomorrow

Omya operates with a long-term mindset, always Thinking of Tomorrow in everything we do. From our quarries to our production plants, in sales and distribution, we act responsibly and sustainably, so we can leave behind a legacy to be proud of. Thinking of Tomorrow includes taking care of our people, remembering that nothing is so urgent that we cannot take the time to do it safely and protect our health.

At Omya, we are always looking ahead, anticipating tomorrow's challenges and working with customers and partners to solve them.



See what THINKING OF TOMORROW ↗ means to our colleagues.

THINKING OF TOMORROW. **TODAY.**

Omya in numbers

Our company purpose, “Making life better through our passion for minerals and chemistry” unites our more than 9,000 employees around the world. From the scientists in our innovation labs, to the engineering, quarry and plant colleagues overseeing our sites, and the teams working with customers day in day out, we are always Thinking of Tomorrow and how we can improve life for current and future generations. This often means finding ways of working with our customers to create more sustainable products by helping them reduce their product carbon footprints, optimize their use of resources, minimize waste or improve product circularity.



OPERATIONS IN
50+ countries

9,000+
EMPLOYEES GLOBALLY

CHF 4 Billion
TURNOVER

160+
PRODUCTION PLANTS

150
SITES WITH UNITE CERTIFICATION
Reinforcing our global commitment to sustainability, ethical practices, and the well-being of our employees and communities, Omya’s UNITE certification ensures compliance with global quality, safety, and environmental standards (ISO 9001, ISO 45001 and ISO 14001).

54
RENEWABLE ENERGY PROJECTS
in 27 countries, generating a total of 88 GWh production/year, equating to savings of 39,000 tCO_2e which would fulfil the annual energy consumption of 25,000 households.

17
LABORATORIES

346
INVENTIONS UNDER ACTIVE PATENTS

3
INNOVATION HUBS

100+
SCIENTISTS

Table of contents









9 **Introduction**

10 About Omya
11 **Our business**
12 **Industries we serve and applications**

14 About this report
14 **Scope and boundary**
14 **Focus areas**
15 **Letter from our Executive Board**
16 **Interview with our Vice President Sustainability**
18 **Value chain and stakeholder engagement**
21 **FY2025 sustainability highlights**

23 **Thinking of Tomorrow: acting responsibly**

24 Governance
25 **Governance and Board Committees**
26 **Risk management**
26 **Corporate culture**
27 **Protection of whistleblowers**
27 **Responsible procurement**

29 **Thinking of Tomorrow: acting sustainably**

30 Climate change
32 **Our operations**
32 Governance
33 Policies
33 Omya's Transition Plan
34 FY2025 actions
38 Metrics and targets
40 **Product innovation and sustainable solutions**
40 Building and construction
41 Paper and board
41 Environmental solutions

42 Resource use and circularity
43 Governance
43 Policies
44 FY2025 actions

46 Water
46 Governance
47 Policies
48 FY2025 actions
48 Metrics and targets

51 **Thinking of Tomorrow: acting together**

52 Employer of choice
53 Learning and development

54 Health and safety
54 **Q&A with Head of Social, Health and Safety and Head of Sustainability Region Europe**
57 Governance
58 FY2025 actions
60 Metrics and targets

62 Community engagement
62 Governance
62 Policies
63 FY2025 actions

67 **Appendices**

68 **Assurance statement**
70 **Reference table**
70 **Data tables**
70 Environment
72 Social
74 **GRI index**
76 **Glossary**

Introduction

← TABLE OF CONTENTS



About Omya

Omya is a worldwide distributor of specialty materials and a leading global producer of essential minerals. As a trusted partner, we provide end-to-end solutions for our customers across many industries.



From Omya into our lives

Take a tour of our SHOWLAB ↗ to see how Omya products are part of our everyday lives.

Our business

Our distribution business
We partner with leading blue-chip manufacturers of specialty materials to offer a full portfolio of pigments, binders and additives, life science ingredients, and our own mineral solutions to customers worldwide. We distribute engineered materials as well as specialty ingredients, supporting customers with technical and regulatory advice and application development. Our logistics capabilities help us optimize supply chains with agile solutions, which can further reduce carbon emissions.

Our portfolio of specialty materials sits alongside our range of calcium carbonate and other mineral products, enabling us to deliver a complete solution to our customers. Omya's breadth of supply means our technical teams can offer customers the right products to solve their challenges, in one straightforward package. Supported by our worldwide regulatory teams, this 'one-stop-shop' approach reduces complexity in procurement and stock management as well as ensuring synergies between the various raw materials.

For more information, VISIT OUR WEBSITE ↗

Our mineral business
Calcium carbonate ($CaCO_3$) such as limestone, marble and chalk, is natural and renewable as defined by ISO 14021 and Calcium Carbonate Association Europe (CCA)/Industrial Minerals Association (IMA). Nearly 4% of the Earth's crust is composed of forms of calcium carbonate, making it one of the most common raw materials in nature. It is continuously replenished by natural cycles in rivers, lakes, and oceans or formed as minerals, for example, from shells or skeletons.

Omya processes calcium carbonate from marble, limestone and chalk.

Calcium carbonate is often used as a low carbon alternative for less sustainable ingredients in a formulation, reducing the carbon footprint of the final product without compromising product quality, functionality or efficiency.

Natural, renewable, recyclable, biodegradable and globally available, a ton of ultrafine ground calcium carbonate (GCC) only emits 54.2kg of CO_2e.[1]

Calcium magnesium carbonate ($CaMg(CO_3)_2$) is an adjacent mineral to calcium carbonate and is processed from Dolomite for different applications, mostly in animal nutrition and agriculture.

Perlite is a relatively new addition to Omya's mineral portfolio. It is a natural material made from volcanic rock and is particularly relevant in the construction industry where it is used as a low-carbon lightweight filler in many products.

1 see table page 70

Industries we serve and applications

Omya helps customers improve the functionality, performance and efficiency of their products. With an increasing focus on sustainability, customers are turning to natural mineral solutions to help lower their product carbon footprints without compromising on quality.

We do more than just distribute specialty materials and produce minerals. We are a partner, engineering solutions with our customers to meet their needs and product sustainability targets through our application labs. Our scientists work closely with customers to identify and solve future challenges, whether it's reducing the amount of plastic used in packaging, safeguarding public health through cleaner air and water, or helping reduce the carbon footprints of a host of everyday products and materials.



SEE OUR VIDEO ↗ to understand how we support our customers in our dedicated product application labs.

Adhesives and sealants
Enhance sustainability, optimize functionality, and improve profitability with a comprehensive portfolio of specialty materials and functional minerals.

Building and construction
Innovative specialty materials and mineral solutions that improve sustainability, durability, and performance across construction applications.

Paints and coatings
Improve performance, reduce formulation costs, and lower the carbon footprint of paints and coatings with high quality specialty materials and functional mineral solutions.

Pulp and paper
A range of functional minerals that contribute to the circularity, functionality, and production process efficiency of the pulp and paper industry.

Agriculture
Natural mineral solutions that improve soil health, enhance crop performance, and support balanced animal nutrition, helping producers increase productivity sustainably.

Food, pharma and nutrition
A portfolio of high-purity minerals and selected specialty ingredients that improve functionality, stability, and safety across food, supplements, and pharmaceutical applications.

Personal care and home care
A portfolio of natural mineral and selected specialty ingredients that improve product performance in oral care, personal care, and home care formulations.

Water treatment
Natural mineral solutions for drinking water mineralization and wastewater pH control that stabilize water quality, protect infrastructure, and reduce environmental impact.

Air treatment
Natural mineral solutions that help capture pollutants and reduce emissions, supporting cleaner, safer air across industrial applications.

Packaging
Sustainable, functional, and economically optimized packaging solutions enabled by a broad portfolio of specialty materials and minerals.

Polymers
A versatile range of specialty additives and mineral based performance solutions that deliver tailored value to the plastics and rubber industries.

About this report

We are pleased to publish Omya's first Sustainability Report, which reflects our performance and achievements for the year ending 31 December, 2025.

Scope and boundary

This report outlines Omya's sustainability-related activities and performance for the fiscal year ending 31 December, 2025. Published metrics and disclosures are aligned with Omya AG's consolidated financial statements for the same year unless otherwise stated in the footnotes. Any assumptions or estimates are noted directly in the footnotes of published metrics. Please see pages 70–73 of the appendix for a detailed overview of quantitative disclosures. This report does not contain any restatements as it is our first sustainability report. This report has been reviewed by Omya's Board.

At the end of fiscal year 2025, Omya initiated a reorganization which will be completed by the end of 2026. The reorganization will transition the company from a single business entity into three distinct business units: Omya Specialty Materials, Omya Performance Polymer Distribution, and Omya. This report reflects Omya's legal structure as at 31 December 2025.

This report has been prepared with reference to the GRI Standards: GRI 2: General Disclosures 2021, GRI 3 Material Topics 2021, GRI 302 Energy 2016, GRI 303 Water and Effluents 2018, GRI 305 Emissions 2016, GRI 401 Employment 2016, GRI 403 Occupational Health and Safety 2018, GRI 404 Training and Education 2016 and GRI 405 Diversity and Equal Opportunity 2016. Please see our GRI index on pages 74–75 for more details. Omya is closely monitoring sustainability reporting legislation across the countries in which we operate, and we will adapt our future sustainability reporting accordingly. A select number of quantitative metrics have been subject to limited assurance by Forvis Mazars and are denoted with a checkmark (✓) throughout the report. The full assurance statement can be found on pages 68–69. Product carbon footprint claims and supporting documents can be found in the reference table on page 70.

Focus areas

This first report outlines our strategy and performance in the following five focus areas:

- Climate change
- Resource use and circularity
- Water
- Health and safety
- Community engagement

Focus areas were determined via an initial double materiality assessment (DMA). A DMA evaluates the actual and potential positive and negative impacts a company has across its value chain (impact materiality) and assesses sustainability related risks and opportunities across the value chain that could influence the company's financial position, performance, or cash flows (financial materiality).

The first step of this assessment was to outline Omya's value chain and interactions with stakeholders across this value chain. This exercise was implemented with internal subject matter experts throughout the organization. Once completed, it was necessary to understand where actual and potential impacts, risks and opportunities (IROs) occur along the value chain and under what time horizons. Having identified and described the IROs, Omya assessed the financial and impact materiality of the topics using a scoring methodology in line with best practice. Impacts, risks and opportunities that scored above a pre-determined threshold were then mapped to topics. While this report details performance on the above-mentioned focus areas, we are still monitoring and measuring impacts, risks and opportunities internally across other sustainability topics.



Letter from our Executive Board

We are proud to present Omya's first Sustainability Report, an important milestone in our long-standing commitment to operating responsibly and creating lasting value. This report reflects not only our progress, but also the principles that have guided Omya for over 140 years. Our values of modesty, courtesy, integrity, and perseverance remain the foundation of our corporate culture. Living these values every day shapes how we conduct business, how we treat one another, and how we engage with the communities around us.

Our focus is building a resilient, long-term business. This means reinvesting in our company, managing our raw materials responsibly, and acting as a trusted partner to our customers and principals, and a responsible neighbor in the communities where we operate. We are more than a mineral producer and distributor of specialty materials; we are part of a broader community, and we take that responsibility seriously.

Our commitment to a more sustainable future is dual focused. As a company, we are committed to minimizing our environmental impact and reaching net zero emissions for scopes 1 and 2 by 2050, with an interim target to halve emissions by 2030 compared with our 2019 baseline. In FY2025, we reached a 25% emissions reduction against our baseline and invested in many on-site renewable projects, some of which are featured in this report. As a key partner, Omya also plays an important role as an enabler for our customers. Our core mineral products, especially calcium carbonate, provide a low carbon alternative to additives with higher carbon footprints. Capitalizing on our broad portfolio of specialty materials, we continue to innovate to help customers achieve their own sustainability ambitions.

A safe workplace remains our highest priority. We deliberately reinforce the principle that "nothing is so urgent that we cannot take the time to do it safely and protect our health". We achieved a significant improvement in our total injuries rate thanks to the roll out of the Health and Safety Maturity Matrix, which helped reduce injuries across our sites. Protecting the health and wellbeing of our colleagues is essential, and while progress has been made, we recognize that there is still much more we can do to enhance our safety culture.

Our commitment to care also extends to the way we support and develop our more than 9,000 colleagues around the world. We are dedicated to investing in our workforce and ensuring Omya remains a company our colleagues are proud to be part of. Their dedication, expertise, and passion drive our success and shape the culture we strive to uphold.

With this in mind, we want to extend our sincere thanks to all Omya employees for their contributions over the past year. Your efforts make our progress possible and our future promising.

Omya Executive Board

Interview with our Vice President Sustainability



ANDJELKA GLISIC
VICE PRESIDENT SUSTAINABILITY

We sat down with Andjelka Glisic, our Vice President Sustainability to understand what sustainability means at Omya, what our priorities are, and where we are headed.

Andjelka, can you describe what sustainability means at Omya today and how it will evolve over time?

Andjelka: Omya has been "Thinking of Tomorrow" for more than 140 years, guided by long-term goals and shared values. This forward looking mindset drives our commitment to sustainable business practices that balance economic growth with environmental stewardship and social progress. Our primary objective is to serve our customers and society over the long term.

As sustainability continues to evolve toward greater transparency and business integration, our approach remains unchanged. We strive to create positive value in the communities where we operate, support the sustainability objectives of our customers, and uphold our values by respecting people and the environment. True to our purpose, we aim to make life better through our passion for minerals and chemistry.

How does sustainability contribute to Omya's long-term business resilience and growth?

Andjelka: Sustainability is key to Omya's long-term resilience and growth because it ensures our business remains adaptable, responsible, and well-positioned for the future. We know our ability to thrive depends on how responsibly we manage our natural resources and how well we support our employees and the communities around us. Embedding sustainability into our operations reduces risk, improves efficiency, and strengthens our positive contribution to society. At the same time, sustainability and transparency build trust with customers, investors, regulators, and local communities. That trust creates the partnerships that drive long-term growth.

Equally important, the impact of sustainability extends beyond our own business footprint. Our mineral solutions help our customers to make their products more sustainable by reducing the overall carbon footprint of the product. Calcium carbonate acts as a catalyst for innovation, helping industries transition to low-carbon products and processes[1]. Our commitment to sustainability is dual. Not only are we committed to reducing our impact as a company, but we are also committed to working with our customers to advance their own sustainability goals and contribute to the broader low-carbon economy.

So, sustainability is not just about responsibility, it is a strategic enabler that strengthens Omya's resilience while unlocking potential for innovation and sustainable progress across many industries.

1 see page 70



See our video SUSTAINABILITY AT OMYA ↗ to hear what sustainability means to our colleagues.

How is Omya trying to foster more awareness of sustainability among its employees?

Andjelka: At Omya, we believe that the responsibility for embedding sustainability across the business cannot sit solely with the sustainability team; it needs to be a shared objective. It is no easy task, and it does not happen overnight. To truly make sustainability part of our culture, every colleague needs to understand what sustainability means in a broad sense, how it applies to our business, and how they can integrate it into their daily decision-making.

That's why we're launching the Omya Sustainability Academy in 2026. This program is designed to equip employees with the knowledge and tools to view their work through the lens of sustainability. Colleagues in critical roles will be enrolled with the support of their line managers, and over a two-year period they'll follow a tailor-made curriculum aligned to their responsibilities and interests.

We also know that flexibility is important, so for those who are interested in taking part voluntarily but cannot commit to the full program, we'll offer courses on demand so that they can engage in sustainability learning at a pace that works for them.

Ultimately, our goal is to make sustainability a shared responsibility and a lived practice across Omya, ensuring that every decision we make contributes to a more resilient and responsible future. At Omya, we expect all our colleagues to act responsibly, embody our core values, and demonstrate care for the environment and the local communities where we work.

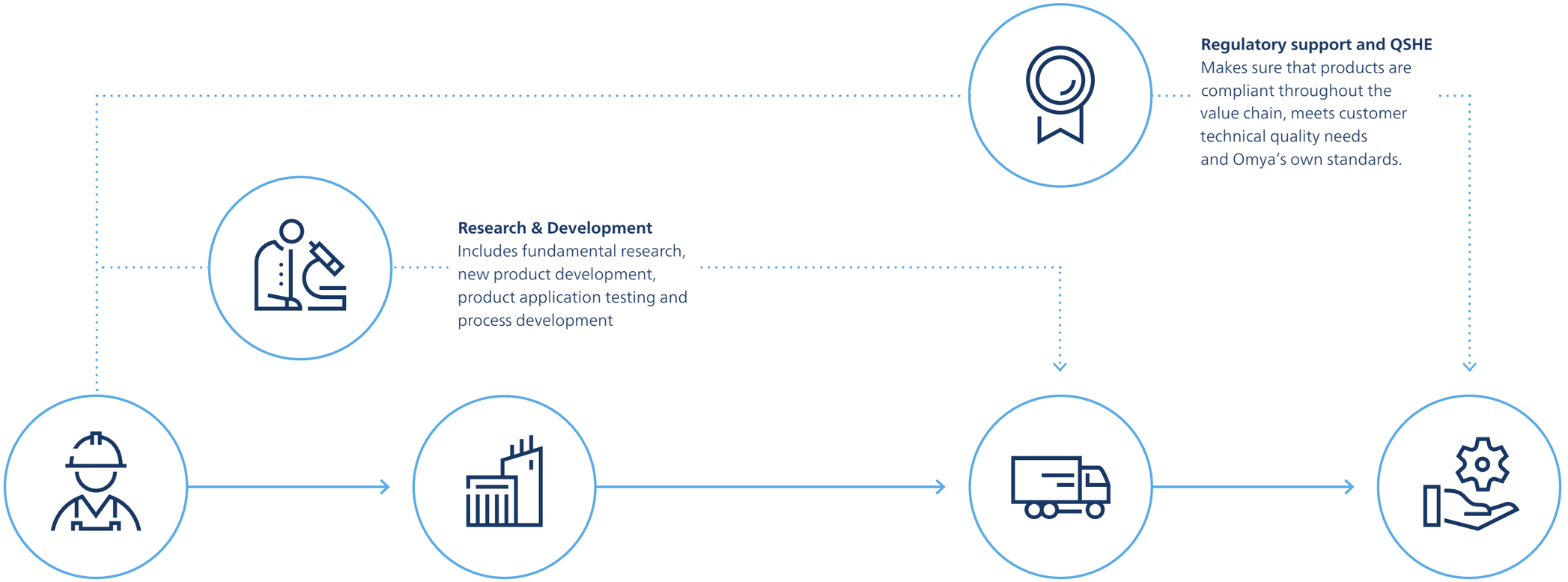
In closing, what does sustainability mean to you on a personal level?

Andjelka: When I joined Omya 16 years ago, fresh out of university, the first lessons I learned were simple yet powerful and were echoed across all levels of the organization: "Think long term", "Act responsibly", "Respect your neighbor", "Be a positive presence in the local community", "Support prosperity and well-being", "Plan for the next 50 years". Back then, we didn't call it Sustainability, it was simply "the way we do business."

Today, this mindset remains the same. I'm proud to work for a company that has lived by these principles for over 140 years, proving that making a positive impact on people's lives matters, responsible decisions outweigh quick wins, and ethics and expertise can improve the quality of life for generations to come.

Value chain and stakeholder engagement

Our value chain
As a B2B company, Omya operates across an expansive value chain. From our quarries to our production plants and through our wide distribution network, we are creating value for our customers.



Research & Development
Includes fundamental research, new product development, product application testing and process development

Regulatory support and QSHE
Makes sure that products are compliant throughout the value chain, meets customer technical quality needs and Omya's own standards.

Raw material extraction and sourcing

Includes raw material extraction (chalk, limestone, marble, dolomite and perlite) from Omya's own quarries. Some Omya sites have plants located very close to quarries minimizing raw material transportation to the plants.

In some cases, the raw material is sourced from responsible third-parties.

Production and processing

Omya processes the minerals in its manufacturing plants into functional fillers and pigments for multiple industries.

Distribution

Besides our own manufactured products sold under Omya trademarks, Omya distributes specialty materials from well-known principals based on long-term relationships.

Omya's value chain includes an extensive global network to move minerals and specialty materials efficiently and sustainably.

Customer support

Omya provides on-site technical advice to customers as pre- and after-sales support and can also carry out technical training.

Omya offers a variety of products to customers globally.

General Administration: Finance, Human Resources, Sales and Marketing, Sustainability, Procurement, Engineering, among others.

Stakeholder engagement

Omya engages with stakeholders across its value chain and through numerous channels. Below is a non-exhaustive table outlining some of Omya's key stakeholders, how we engage with them, and the types of sustainability topics raised.

Stakeholder	Engagement	Sustainability topics raised
Customers	• 1:1 engagement with customers • Customer service agents • Account managers • Customer surveys • Tradeshows • Complaint management systems	• Product carbon footprint and product life cycle analysis • Decarbonization • Dehazardization • Raw material recycling • Product safety • Product quality • Sustainable and functional solutions
Suppliers	• EcoVadis supplier assessment • 1:1 engagement with suppliers • Contracting • Commercial evaluations	• Technical support • On-time deliveries • Product quality • On-time payments • Carbon footprint • Child labor • Restricted minerals • Business ethics
Principals	• 1:1 engagement with principals • Account managers • Customer claims • Trade shows	• Access to quality products • Product carbon footprint • Product safety • Supplier management systems
Employees	• Incident management system (Intelex) • Employee satisfaction surveys • Objectives setting, year-end appraisal and personal development • Regular conversations and interactions with management • Townhalls	• Health, safety and wellbeing • Employee development and training • Yearly review of compensation and benefits • Recognition • Job security
Governments and regulators	• Regulatory reporting • Permit processes • Compliance inspections • Participation in consultations	• Opportunities for local employment • Product safety • Environmental compliance • Availability of products and services • Governance and corporate conduct • Taxes
Industry associations	• Member working groups	• Climate change • Energy • Circularity • Biodiversity • Sustainability • Product quality and safety • Occupational health and safety
Financial institutions and insurers	• Customer questionnaires • 1:1 meetings and engagements	• Climate commitments and greenhouse gas (GHG) emissions reporting • Climate risk assessments • Business continuity
Local communities	• Locally managed community events • 1:1 engagement • Local community groups	• Environmental responsibility and responsible quarry management • Dust and noise • Social responsibility • Local employment • Community development
Non-Governmental Organizations (NGOs)	• Locally managed events • Engagement in community events • Engagement in studies and partnerships	• Health and safety • Safe environment compliant with local legislation • Cooperation

FY2025 sustainability highlights

Topic	Goal	KPI	Near-term target	FY2025 performance	Status
Climate change	Carbon neutral by 2050 for scopes 1 and 2 emissions.	Annual scope 1 and scope 2 GHG emissions (tCO_2e).	50% reduction in scopes 1 and 2 by 2030 against baseline year 2019.	25%	●○
Energy	Transition to green energy across our footprint.	Percentage of own renewable energy generated.	8% of global power from own renewable projects by 2030.	3.6%	●○
Resource use and circularity	Reduce primary resource dependency and minimize environmental impacts through improved optimization and material efficiency, increased recovery and reuse, and innovations in circular product design.	% total yield year on year.	Increase total yield.	Over the last 4 years the total yield rate has increased by approximately 6% on a global level.	●○
Water	Optimize water consumption across Omya's sites.	Water consumption (m^3) at Omya operational sites.	100% of plants must establish a water plan by the end of 2026. Target setting at site level to follow once plans are established.	15,472,066 m^3	●○
Health and safety	Continuous improvement of our health and safety culture, working towards no injuries.	Total combined recordable work-related injury rate.	20% decrease year on year.	3.5 (2024: 5.4)	●●
Community engagement	Reinforce Omya's commitment to local stakeholder engagement.	Percentage of total sites with Corporate Social Responsibility Program.	85% of all sites should have the Corporate Sustainability Program in place by 2026.	Program implemented.	●●

●○ ON TRACK ●● MET

← TABLE OF CONTENTS

Thinking of Tomorrow: acting responsibly



Governance

Omya AG, headquartered in Oftringen, Switzerland, operates as a privately owned company, resulting in a streamlined corporate governance framework.

Governance and Board Committees

Omya's Supervisory Board
provides strategic oversight and governance of the company, including oversight as it relates to sustainability strategy and performance.

Committees of the Supervisory Board
provide oversight in their respective areas, including Audit, Compensation and Nomination.

Omya's Executive Board
responsible for the day-to-day management and execution of the company's strategy and performance.

Executive Committees of the Board

- **Risk Committee:** responsible for managing Omya's Enterprise-wide Risk Management process to ensure risks and opportunities are identified and aligned with the Group's strategic goals and objectives.
- **Health and Safety Committee:** responsible for shaping long-term health and safety strategy, embedding health and safety in business planning, and promoting a culture of continuous improvement.
- **Environment Steering Committee:** responsible for embedding environmental priorities into business planning, aligning long-term environmental strategy with corporate vision, and follow-up on the effectiveness of environmental initiatives that drive continuous improvement.

Compliance & Ethics and Internal Audit
Omya's Governance Framework is supported by dedicated compliance and audit functions. The Group Compliance & Ethics function, positioned within the Legal department, promotes ethical standards and ensures compliance with applicable laws and internal policies. The Head of Compliance & Internal Audit provides independent assurance on the effectiveness of governance, risk management and control processes, and overseas financial compliance. The whistleblowing hotline is managed collaboratively by both functions, ensuring independent and thorough handling of all reports.

Risk management

Omya's continued success depends on our ability to understand the challenges of a changing world, and to respond effectively. Uncertainties and challenges can bear opportunities but also risks which must be monitored and mitigated.

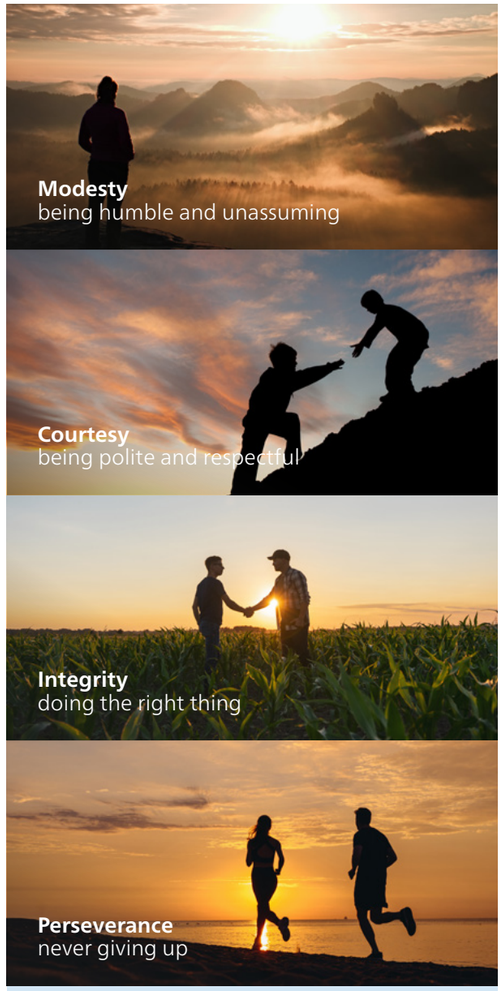
Omya's Executive and Supervisory Boards are ultimately responsible for overseeing risk. The Board has appointed the Risk Committee to operationalize the Group's Risk Management Process. The Risk Management Process consists of risk identification, risk assessment and prioritization, risk mitigation, and monitoring and risk reporting. The output of the risk assessment is presented to Omya's Executive and Supervisory Boards at least annually.

Corporate culture

Omya is committed to conducting business in an ethical, legal, and socially responsible manner across our entire operations while aiming for high standards and sustainable practices. Maintaining a strong, positive corporate culture that fosters transparency, inclusivity, and ethical behavior in decision-making allows us to reach sustainability goals, promote long-term thinking, and protect our reputation.

OMYA'S CODE OF CONDUCT ↗ constitutes the governing framework for ethical business and is binding upon all employees. Compliance with the Code of Conduct is mandatory and requires adherence to our core values of modesty, courtesy, integrity, and perseverance. In addition to the Code of Conduct, the respective local laws and regulations as well as Omya's other corporate policies and specific internal guidelines must always be respected.

In 2025, Omya launched a new Code of Conduct, applicable to all global employees, to reflect evolving compliance requirements and best practices. An updated Code of Conduct training course was also launched in 29 languages and assigned to all employees. The training course is mandatory for all employees and must be completed by all new colleagues within three months of joining the company. The new training course covers core compliance topics including but not limited to anti-corruption and anti-bribery, conflicts of interest, and data protection, human rights and related topics and features updated examples and enhanced content. The course, including a quiz, was rolled out globally in late 2025 and requires formal acknowledgment. The Code of Conduct and training course are reviewed annually for relevance and accuracy, with major updates and enhancements implemented on a three-year cycle.



Values for life – not just work

Our company values, modesty, courtesy, integrity and perseverance, have been embedded over many years. They are the essence of the Omya brand and fundamental to our business success. They represent who we are and how we behave.

Protection of whistleblowers

It is everyone's responsibility to speak up and do the right thing if they notice something that goes against Omya's values or violates the Code of Conduct. Omya employees can submit a report via their line manager, HR Business Partner or via email at ETHICS@OMYA.COM ↗. Alternatively, OMYA'S WHISTLEBLOWING CHANNEL ↗ allows employees and third parties to report anonymously any concerns or wrongdoing they observe. This channel, available in several languages, is designed to provide a safe and secure platform for employees and third parties to speak up without fear of retaliation and ensures that all reports are thoroughly investigated and addressed in a timely manner. Omya strictly prohibits any form of retaliation against individuals who report concerns in good faith. All reports are treated confidentially and investigated promptly, with appropriate action taken. Cases are primarily handled by Group and Regional Compliance, with local case management conducted where appropriate based on the nature and location of the concern. Please see our WHISTLEBLOWING DIRECTIVE ↗ for more information. Omya's Audit Committee is responsible for maintaining the Whistleblowing Directive and its operating effectiveness. The directive is reviewed annually. All employees receive training on the whistleblowing process and their rights and responsibilities as part of the Code of Conduct training.

Responsible procurement

It is important to us to have open and transparent relationships with our suppliers and vendors, working in partnership for mutual success. We recognize the crucial role suppliers play in our supply chain and their direct impact on our business practices.

Omya is committed to aligning its purchasing practices with Omya's values and BUSINESS PARTNER CODE OF CONDUCT ↗. Our Procurement Policy and Procurement Directive ensure that supplier selection and evaluation meet these requirements, fostering a supply chain that reflects our commitment to operating a business that respects ethical and sustainable practices.

The Omya Business Partner Code of Conduct applies to all distributors, suppliers, service providers, agents and other business partners, along with their subsidiaries, employees and subcontractors, who provide Omya with products, materials, expertise, and services worldwide. The Code establishes the basic mandatory standards that every Business Partner must meet and complements their obligations under contractual agreements and applicable laws. The Code is published on our website in 14 languages. All new business partners are required to acknowledge and attest to the Business Partner Code of Conduct. Existing business partners in high-risk areas are periodically required to reconfirm their compliance.

In 2025, we rolled out a Business Partner Code of Conduct training course to our employees to explain how to onboard new and existing suppliers to the updated Business Partner Code of Conduct and attestation procedure. We have also rolled out a Responsible Procurement training program through EcoVadis. These courses help our Procurement and Supply Chain Management teams understand the importance of sustainability, due diligence and sustainable procurement practices. Omya has chosen the EcoVadis supplier engagement platform for tracking and understanding supplier Environmental, Social and Governance (ESG) risk and for conducting supplier due-diligence assessments via a risk-based approach. Supplier assessments cover key ESG areas including environmental management, labor and human rights, ethics and anti-corruption, and sustainable procurement practices. Omya's Business Partner Due Diligence and Evaluation Processes Protocol details how Omya assesses a Business Partner's suitability and reliability before entering into or continuing a business relationship. Where supplier assessments identify areas of non-compliance or improvement opportunities, Omya works collaboratively with suppliers to develop and implement corrective action plans. In cases of material, serious, or persistent non-compliance with the Business Partner Code of Conduct or applicable legal requirements, Omya reserves the right to terminate the business relationship, without prejudice to any other rights or remedies available under the applicable contract or at law.



Thinking of Tomorrow: acting sustainably

Omya Gummern, Austria

← TABLE OF CONTENTS



Climate change

Climate change is reshaping the physical, social, and economic landscapes of our world. From rising global temperatures and shifting weather patterns to evolving consumer expectations and regulatory frameworks, its impacts are far-reaching and interconnected. As industries and societies grapple with the urgency of the transition to a low-carbon future, businesses are called upon not only to mitigate risks but to actively contribute to solutions.

At Omya, we recognize that our long-term success is linked to the ecosystems and communities we serve. Guided by integrity, a core value embedded in our culture, we are committed to reducing our carbon footprint and managing natural resources responsibly, with a forward-looking approach that prioritizes sustainability, innovation, and shared value creation. Through our products and services, we also aim to help customers achieve their sustainability goals by offering solutions that reduce their product carbon footprints.[1]

Impact, risks and opportunities

The physical impacts of climate change could present tangible risks to our operations. Increasingly frequent and severe weather events, such as storms, floods, and droughts, could disrupt the supply of raw materials and consumables, impair production capacity, and delay downstream logistics. These disruptions could lead to increased operational costs and reduced reliability. Dry weather conditions could pose a risk to production processes that rely on water, while energy infrastructure may be strained by climate-induced fluctuations, potentially affecting our ability to operate efficiently.

In parallel, the transition to a low-carbon economy could introduce market and regulatory risks. Volatility in energy prices, driven by carbon pricing mechanisms or supply constraints, could elevate production costs and impact profitability. Additionally, evolving climate policies and stakeholder expectations require continuous adaptation and innovation across our value chain.

While climate change presents challenges, it could also lead to transformation and growth opportunities. One of the most significant shifts is the rise in consumer and customer demand for low-carbon, sustainable products. This trend is prompting our customers and partners to rethink their product designs and formulations, creating a clear opportunity for Omya to support the transition to a low-carbon economy with natural mineral solutions.

Our calcium carbonate solutions offer a compelling value proposition. With a substantially lower carbon footprint compared with many conventional additives, our products can enable customers to reduce their own footprints. For example, the use of polymers in plastics typically has a CO_2e footprint close to 2,000 $kgCO_2e/t$, if even 10% of calcium carbonate were introduced into the formulation (e.g., Omyafiber 800), the carbon footprint could be as low as 300 $kgCO_2e/t$[2]. Introducing calcium carbonate has the potential to help our customers meet their sustainability goals while maintaining performance and quality.

We also see potential to expand our research and development efforts, exploring new applications for calcium carbonate across industries. With the support of our technical experts, we collaborate closely with customers to co-develop innovative, sustainable solutions and bring them to market. This is our unique value proposition.

1 See page 70

2 https://www.researchgate.net/publication/385420566_Tailor-made_Calcium_Carbonate_Omyafiber_Calcium_Carbonate_for_Polyester_and_PLA_Fiber_and_Nonwovens

Our operations

PERFORMANCE SNAPSHOT

Climate change

GOAL: Carbon neutral by 2050 for scopes 1 and 2 emissions.

POLICIES: Corporate Sustainability Policy, Group Environment Directive, Operations Policy, Corporate Energy Sourcing Directive, Energy and Carbon Directive, and Group Risk Management Policy.

TARGETS:
→ 50% reduction in scopes 1 and 2 emissions by 2030 against baseline year 2019.

→ 8% of global power coming from energy generated by on-site renewables by 2030.

FY2025 PERFORMANCE:
→ 25% reduction in scopes 1 and 2 emissions against the 2019 baseline.

→ 3.6% of global power came from energy generated by own renewable energy projects.

FY2025 ACTION HIGHLIGHTS: own renewable energy projects commissioned throughout the year, construction started on our first electric ship, energy efficiency projects.

Governance

At Board level, the Risk Committee oversees strategic and operational risks and opportunities across the organization, including those related to climate change. The Risk Committee consists of Board members and C-suite managers who meet three times a year and report to the Omya Executive Board and the Supervisory Board.

The Risk Committee routinely reviews risks and opportunities through surveys, inspections, audits and incident/claims reviews, among other inputs. The impact of current and future climate-related changes on the potential for natural hazard impacts has been evaluated. The assessment included three potential current and future climate change scenarios and the possible impact at all Omya locations. The results of the assessment are used to inform leadership and assist with risk mitigation priorities and investments.

Omya's Executive and Supervisory Boards consider climate-related risks and opportunities as part of strategic planning, policy making, and setting performance objectives, budgets and capital investments. Omya's Executive Board regularly reviews implementation progress for defined measures, utilizing dashboards that track multiple factors such as energy consumption, carbon reduction, energy efficiency savings, renewable energy usage, and investments in proprietary renewable projects. These projects include detailed insights into renewable energy, efficiency improvements, and power metering.

The Environment Steering Committee of the Executive Board is responsible for embedding environmental priorities into business planning, aligning long-term environmental strategies and ensuring the effectiveness of environmental initiatives and improvement measurement.

At an operational level, energy and carbon management sits with the Group Energy team. They are responsible for providing leadership and defining goals, priorities and proposed targets to continually improve energy and carbon management performance. Local Energy Managers and Energy Champions are responsible for the appropriate energy and carbon use on site, and being the main local contact points regarding energy for Group and Region. Plant managers are responsible for proactively developing and implementing energy efficiency measures to enhance operational performance and sustainability. They are also responsible for leading initiatives to reduce the carbon footprints of their plants, transitioning to electric energy carriers where viable, ensuring the availability of local, skilled resources and training.

Policies

Omya manages climate change through multiple policies and directives including the Corporate Sustainability Policy, Operations Policy and Risk Management Policy. Supporting directives have been created to operationalize the management of climate-related risks and opportunities, such as the Group Environment Directive and the Energy and Carbon Directive. All policies are reviewed on a regular basis to ensure that they reflect our commitment, updated guidance, and standards as well as best practice.

Omya's Transition Plan

Omya's strategy for addressing climate change is aligned with the goals of the Paris Agreement.

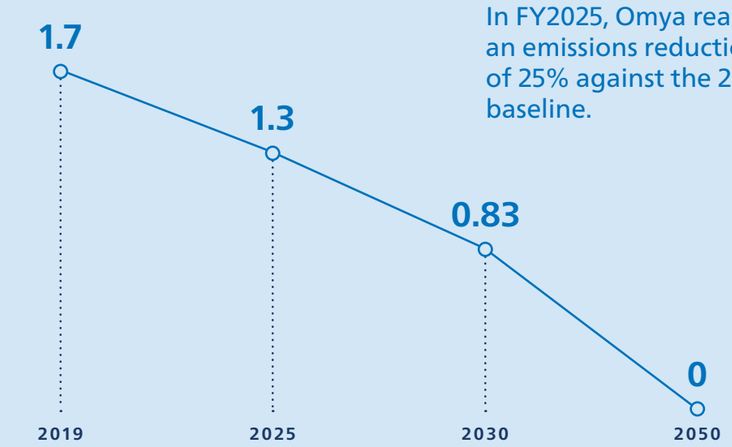
We are committed to helping limit global warming to well below 2 degrees Celsius above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius.

To achieve carbon neutrality by 2050, Omya commits to reducing scopes 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030 against a 2019 baseline. Halving emissions by 2030 aligns with international climate targets and science-based expertise. We review and update our strategy regularly based on the latest climate science and policy developments.

In order to achieve our 2030 target and 2050 goal, Omya has identified several decarbonization levers that are expected to contribute to the reduction of CO_2. Our Climate Transition Plan is guided by a structured carbon mitigation hierarchy: Avoid, Reduce, Replace, Source, Offset.

Our decarbonization levers:
1. Sourcing renewable energy including energy attributes certificates (EACs)
2. Investing in own renewable energy projects
3. Energy efficiency and process optimization
4. Electrification adoption and low-carbon fuel switching

Scopes 1 & 2 emissions pathway



In FY2025, Omya reached an emissions reduction of 25% against the 2019 baseline.

← TABLE OF CONTENTS

FY2025 actions

Energy sourcing

Purchasing renewable energy for our operations not only lowers our company's scope 2 emissions, but it may also allow us to offer our customers an even lower carbon product. Local Energy Managers are responsible for purchasing renewable energy in line with Omya's Corporate Energy Sourcing Directive. Omya will continue to purchase renewable energy as it is an important lever in our climate transition plan.

Renewable energy projects

Omya will continue to invest in expanding our portfolio of own renewable energy projects, reaching 8% of global power coming from energy generated by on-site renewables by 2030.
In FY2025, Omya reached 3.6% of global power generated by own renewables and is on track to meet its 2030 target. The main technologies we currently invest in are wind and solar photovoltaic; however other technologies may be appropriate for certain facilities.

From 2018 to 2025, we completed 54 renewable energy projects in 27 countries, generating a total of 88 GWh production/year, equating to savings of 39,000 tCO_2e annually, which would fulfil the annual energy consumption of 25,000 households.

There are numerous projects already in the pipeline for FY2026. Our biggest project of the year will be at our site in Lucerne Valley, California, US. Work began in late 2025 to install a solar farm (expected completion in Q3 2026) with annual energy production of 14,000 MWh (enough to power 4,000 households per year) which will replace about 4% of Omya US' total annual electricity needs and could save as much as 3,171 tCO_2e/year.

Spotlight on key projects in 2025:



Project 1: Karaman, Turkey
Omya's largest solar project to date. In late 2024, an 11 MWp offsite solar project in Karaman, Turkey, started commercial operation to replace approximately 25% of the electricity consumption of all Omya plants in the country, thanks to favorable regulation. A total of 19,124 bifacial photovoltaic panels were installed, providing an annual energy production of 18,500 MWh (enough to power about 5,300 households per year) and helping us avoid 7,800 tCO_2e/year.



Project 2: Lopburi, Thailand
One of the largest on-site solar power projects in Omya's portfolio, finalized in June 2025, is in Lopburi, Thailand. This solar farm has an installed power capacity of 4.2 MW with annual energy production of 6,032 MWh (enough to power 1,725 households per year) and potential to mitigate 2,707 tCO_2e/ year. It is the fourth project expansion in the country.



Project 3: Cayambe, Ecuador
The solar farm in Cayambe, Ecuador is currently the largest Omya installation in region Americas. Its installed power of 2.4 MW and annual production of 3,231 MWh (enough to power 925 households per year) is expected to replace 45% of the plant's electricity consumption. This would equate to 546 tCO_2e saved per year.

Project 4: Arandjelovac, Serbia
Also finalized in June 2025, the solar project in Arandjelovac, Serbia has 2.9 MW installed power capacity, 3,561 MWh annual energy production capacity (enough to power 1,020 households per year) and an approximate CO_2e saving of 3,443 tons.



Energy efficiency initiatives

Energy efficiency and recovery contribute to Omya's Transition Plan as it combines cost savings and carbon reduction. In addition to operational improvements, the Group Energy Efficiency Program was established in 2023 with a dedicated annual budget for projects to increase operational efficiency at sites. The most common energy efficiency projects include drying energy optimizations, general process optimizations and automation, installation of high-efficiency motors, and variable speed drives.

Omya established a dedicated energy management team to integrate energy management into daily operations. Our Energy Managers and Energy Champions collaborate with site teams to incentivize and promote best practices for energy efficiency and cost savings among employees. In FY2025, 113 energy efficiency projects were approved, equating to projected savings of 32,000 MWh per year or a reduction of 13,000 tCO_2e per year.

For step changes, we invest in energy efficiency innovations to further reduce specific energy consumption, especially fossil fuel-based energy, in our production lines and transportation.

Electrification adoption and low-carbon fuel switching

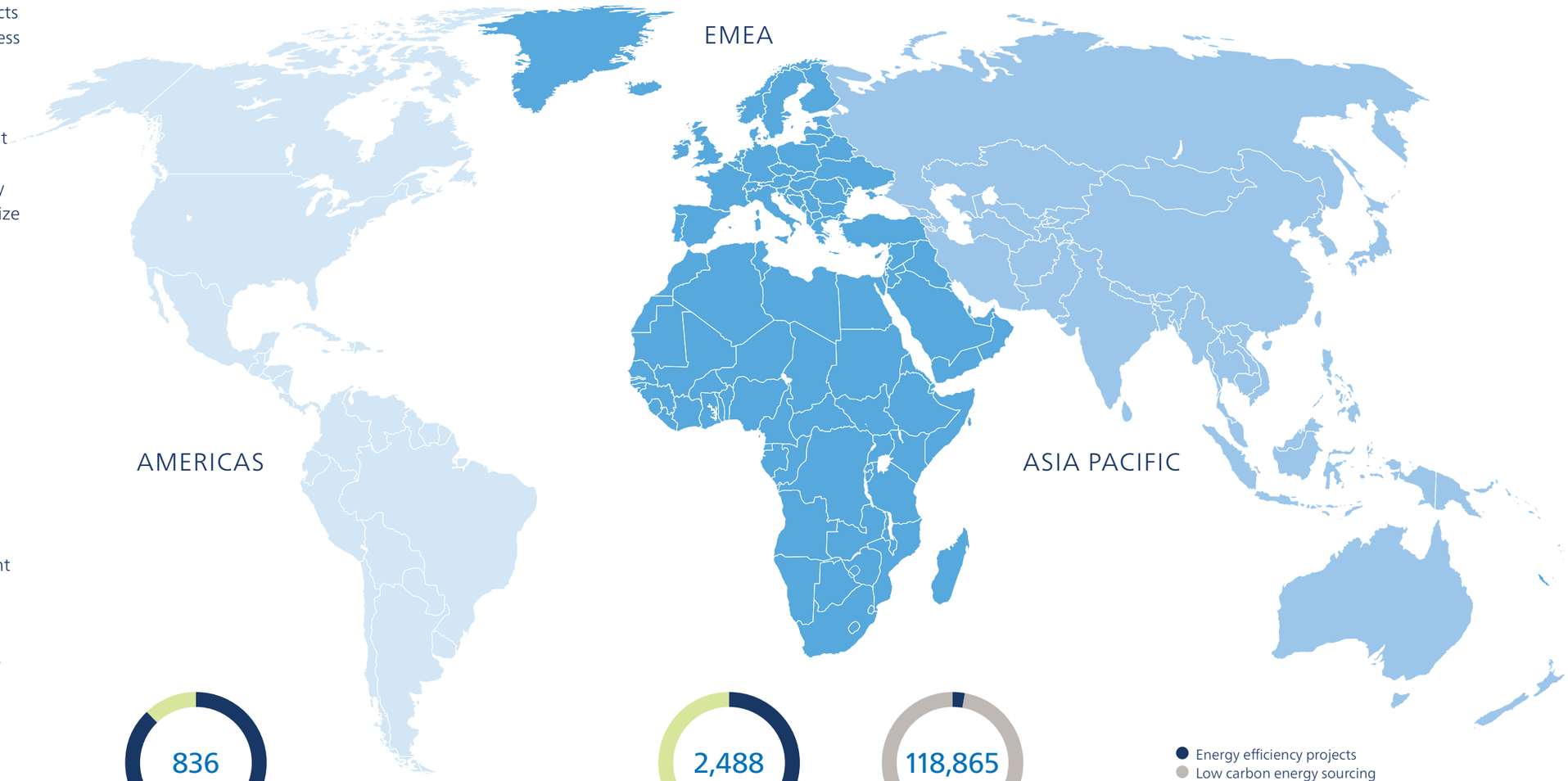
Process and transport electrification is an important lever in which Omya encourages the use of electricity as an energy carrier over fossil fuels wherever it is viable and efficient. Facilities are encouraged to evaluate and optimize their energy usage, replacing fossil fuel-dependent processes with electric alternatives, directly reducing scope 1 emissions. Investments in energy-efficient equipment and infrastructure are prioritized to maximize the benefits of using electricity as a cleaner energy source.

In FY2025, Omya Hustadmarmor AS in collaboration with Servicekontoret før Grønt Skipsfartsprogram and Berge Rederi AS began commissioning our first fully electric vessel. The electric vessel will cut 8,000 tons of CO_2e annually and will operate off the coast of Norway transporting stone from the quarry in Brønnøysund to our plant in Elnesvågen (230 NM away) for further processing. The vessel will be completed in 2026.

Average tCO_2e avoided per area

2019–2025

Overview of Omya's decarbonization projects 2019–2025
On our journey towards net zero emissions for scopes 1 and 2, Omya has invested in own renewable projects, energy efficiency initiatives and renewable energy purchases. The map shows decarbonization efforts across our footprint and their cumulative impact (average tCO_2 saved) from 2019 to 2025.



Metrics and targets

Energy[1]

	Unit	2019	2023	2024	2025
Non-renewable fuel consumption					
Gas	MWh	668,447	714,173	717,479	735,372 ✓
Liquid natural gas	MWh	203,912	172,649	173,540	184,195 ✓
Diesel	MWh	185,888	154,748	154,518	143,516 ✓
Lignite	MWh	125,624	77,748	82,241	95,274 ✓
Heavy fuel oil	MWh	21,788	32,918	32,102	22,970 ✓
Marine gas oil	MWh	327,571	285,926	315,155	296,253 ✓
Propane butane LPG	MWh	62,459	62,056	49,756	62,441 ✓
Total	MWh	1,595,689	1,500,218	1,524,791	1,540,021 ✓
Renewable fuel consumption					
HVO	MWh	–	–	6,216	174 ✓
Total	MWh	–	–	6,216	174 ✓
Purchased energy for consumption					
Electricity consumption[2]	MWh	3,026,659	2,423,705	2,516,266	2,513,230 ✓
Self-generated electricity not consumed	MWh	–	111	1,757	4,256 ✓
Heating consumption[3]	MWh	2,262	1,233	1,677	1,690 ✓
Total	MWh	3,028,921	2,425,049	2,519,700	2,519,176 ✓
Total energy consumption	MWh	**4,624,610**	**3,925,266**	**4,050,708**	**4,059,371** ✓

1 Omya does not sell electricity, heating, cooling or steam.
2 Electricity consumption includes purchased electricity and self-generated electricity.
3 District heating is used at three Omya sites. Omya does not consume cooling or steam.

GHG emissions[1]

	Unit	2019	2023	2024	2025	% Target/ baseline
Scope 1 emissions						
Gross scope 1 GHG emissions	tCO_2e	571,887	546,430	515,468	531,217 ✓	
Scope 2 emissions						
Gross location-based scope 2 GHG emissions	tCO_2e	826,994	684,674	727,034	702,164 ✓	
Gross market-based scope 2 GHG emissions	tCO_2e	1,111,124	821,421	778,041	731,233 ✓	
Total GHG emissions (location-based)	tCO_2e	1,398,881	1,231,104	1,242,502	1,233,381 ✓	12%
Total GHG emissions scopes 1 and 2 (market-based)	tCO_2e	1,683,011	1,367,851	1,293,509	1,262,440 ✓	25%

1 Omya's emissions are calculated in line with the GHG Protocol.

Omya is committed to understanding our value chain impact and scope 3 emissions. We are undergoing a study to measure and calculate our scope 3 emissions and will set targets accordingly.

Belchite, Spain



Product innovation and sustainable solutions



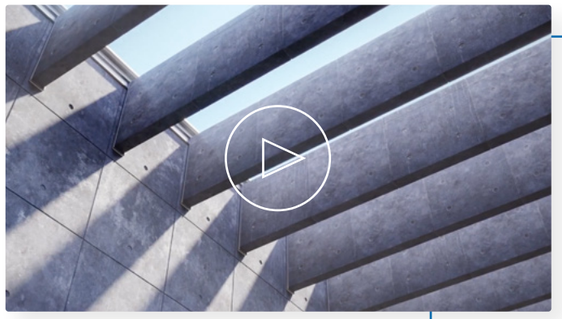
Calcium carbonate plays a critical role as a functional additive in many customer formulations. Its use can significantly reduce the carbon footprint of end products by enabling material substitution, improving process efficiency, and enhancing product performance. Recognizing this value, we have established dedicated product application laboratories where we often collaborate directly with customers to test and optimize formulations. These labs allow us to co-develop tailored solutions that not only meet technical requirements but also contribute to lower-carbon outcomes. By purchasing energy attribute certificates (EACs), customers can reduce the market-based scope 2 emissions from the electricity they use in connection with our product.

Building and construction

The global building and construction sector accounts for 40% of global CO_2 emissions. Of this 40%, 12% of emissions are related to embodied carbon, or CO_2 found in building materials. The dynamic regulatory landscape and changing consumer expectations have become key drivers to developing new sustainable products for this industry. The global sustainable construction materials market was valued at $301.6 billion in 2024 and is set to reach $907.1 billion by 2034, growing at a CAGR of 11.9% from 2025–2031.[1]

At Omya we've created the opportunity for ground limestone of high purity to be introduced into technical concrete and dry mortar as a mineral admixture, lowering the product carbon footprint of building materials while still maintaining functionality and key properties. Omya's BETOCARB ↗ grades help concrete producers reduce the carbon footprint of self-leveling formulations by up to 30%.

1 Global Market Insights: https://www.gminsights.com/industry-analysis/sustainable-construction-materials-market



See our VIDEO ↗ to learn more about how Omya is advancing sustainability in the building and construction industry.



See our VIDEO ↗ to learn more about how Omya is advancing sustainability in the paper and board industry.

Paper and board

Introducing minerals into paper formulations reduces fiber content, delivering both technical and sustainability advantages. Calcium carbonate helps lower reliance on wood pulp while providing significant energy savings during production, since fiber processing steps such as pulping, refining, and bleaching are more resource-intensive in terms of energy and water use. Mineral fillers also enhance paper properties by increasing thickness and rigidity without adding weight, improving performance for printing and packaging applications. In addition, mineral additives like calcium carbonate are more cost-effective than virgin fibers, making them an economically attractive solution alongside their environmental benefits.

Environmental solutions

In water treatment, Omya has developed products and solutions for the neutralization and pH adjustment of industrial and municipal wastewater. Omya's products can be used to replace lime or caustic soda, which have higher carbon footprints based on available lifecycle assessments, and by doing so, support our customers' decarbonization targets by reducing their scope 3 emissions. In agriculture, Omya's liming materials are used to increase the efficiency of nitrogen, phosphorus, and potassium (NPK) fertilizers, resulting in improved yields at decreased carbon footprint, while at the same time restoring and maintaining soil health by improving soil structure and balancing the soil ecosystem.

CASE STUDY

Omya and a paper producer develop a low carbon solution

A paper producer partnered with Omya to create a low carbon solution that achieved a 10% reduction in the carbon footprint of the coating color and a 2% carbon footprint reduction in the final paper.

To deliver this outcome, Omya introduced a carefully selected pigment blend for the coating color that would maintain the paper's final properties. By replacing pigments that have a high intrinsic carbon footprint and high transport emissions, such as clay, calcined clay, or titanium dioxide, and by increasing the solid concentration of the coating color to reduce energy demand during drying, the project achieved measurable success.

In addition, Omya collaborated with the customer to further lower the product's carbon footprint by identifying alternative transportation methods, reducing emissions from shipping and trucking, and using 100% EACs at the production site where the solution was manufactured.

Resource use and circularity

» At Omya, we believe that a good understanding of our mineral resources and responsible management through optimized selection of raw materials is essential to ensuring sustainable long-term operations. As a privately owned company, our commitment to long-term performance is deeply embedded in our culture and engrained in our decision making. We favor sustainability and enduring value over short-term gains and immediate yields.



PHILIPPE QUÉMÉNER
EXECUTIVE VICE PRESIDENT
INDUSTRIAL EXCELLENCE

Impacts, risks and opportunities
Our operations rely on the extraction of natural resources. Although calcium carbonate is considered a sustainable and renewable resource by ISO 14021, the sourcing of our raw materials, marble, limestone, chalk, dolomite, and perlite, could contribute to the depletion of natural reserves if not managed responsibly, posing sustainability challenges and increasing stakeholders' negative perceptions. At Omya, we are committed to managing our quarries and resources with a long-term perspective according to documented policies and operating procedures and our internal monitoring system. Operating with a long-term mindset and using natural resources responsibly has guided us over the last 140 years and will continue to do so.

We recognize that inefficiencies in extraction and production processes can lead to excessive waste generation, which can further intensify environmental impacts. These inefficiencies could not only affect operational performance but could also expose the company to regulatory risks, reputational concerns, and rising costs associated with waste management and raw material procurement.

At the same time, these challenges present significant opportunities for innovation and value creation. By optimizing and increasing the use of former reject streams and by creating more selective operation of our mines and beneficiation process, we can reuse calcium carbonate into new products, reducing dependency on virgin materials and enhancing material circularity. Our growing focus on recycled inputs and industrial by-products supports the transition to a circular economy, aligning with evolving regulatory frameworks and customer expectations. It is our focus to increase our recovery rates, avoiding rejects where possible and working to find innovative solutions to make the most of our raw materials.

Notably, the secondary materials generated during the production of calcium carbonate and perlite offer untapped potential for reuse in construction, agriculture, and consumer and industrial applications. Repurposing these materials not only diverts rejects from landfill but also opens new market avenues and revenue streams.

PERFORMANCE SNAPSHOT

Resource use and circularity

GOAL: Reduce primary resource dependency and minimize environmental impacts through improved optimization and material efficiency, increased recovery and reuse, and innovations in circular product design.

POLICIES: Operations Policy, Evaluation and Assessment of Natural Mineral Based Raw Materials Directive, and Efficient Mining Standard Process Overview.

TARGET: Increase total yield year on year.

FY2025 PERFORMANCE: Over the last 4 years the total yield rate has increased by approximately 6% on a global level.

FY2025 ACTION HIGHLIGHTS: At selective sites the recovery rate has increased 44% in comparison with 2024. In 2025, Omya also rolled out the reject ID card concept to better understand the quarry quality and the stone's secondary use.

Governance

Omya's Executive Board is responsible for overseeing the implementation of Omya's Raw Material Resource Strategy. Industrial Excellence, led by Omya's Executive Vice President Industrial Excellence, and Regional Operations Organizations are responsible for the execution of operational policies across their areas of responsibility. Quarry and mine managers are responsible for day-to-day site operations, ensuring efficient and safe operations.

Policies

Omya's policies regarding natural minerals extraction apply to all our sites, business units and joint ventures where we oversee operations. The directives are approved by Omya's Executive Vice President Industrial Excellence. Industrial Excellence, Regional Operations and Site Management are responsible for applying the policies and directives and adhering to the procedures outlined to monitor and optimize resource extraction and utilization.

Each Omya site tracks quarry yield and recovery rate on a monthly basis. Progress reports are shared across various levels and stakeholders within Omya.

Omya's Efficient Mining Standard Process Overview details the processes and procedures each function must follow in order to ensure the efficient use of the quarry or mine. Based on the operational maturity of the quarry or mine, actions are prescribed to ensure that systematic and comprehensive measures are put in place to further optimize the site. Mine planning, production optimization and quality control, and recovery optimization lead to efficient and effective mining practices.

FY2025 actions

Omya's efforts and initiatives to optimize our resource use and increase recovery rates can be summed up by two pillars:

1. Improvement initiatives
Improving existing technologies or developing and implementing new technologies at our mines or processing plants to use secondary materials 'formerly classified as rejects'. An example of this was in the US, where the primary processing at one of our sites was changed in order to recover previous rejects from screened materials. By optimizing the process, we were able to recover and use around 20% of previously unusable stone for the plant. In Malaysia the same approach was taken, resulting in an even higher utilization of former rejects.

2. Innovation projects
In Poland, the Raw Material Performance Team and the local teams are starting to use modern sensor-based sorters to reuse current rejects in high grade products for existing and new customers. The field trials will be finalized in Summer 2026 and will allow us to reduce the rejects, helping us to better utilize our deposit and increase the lifetime of the mine and the plant.



Salses, France

Better knowledge – better use of mineral resources: Reject ID cards

Omya has begun to roll out the concept of Reject ID cards at all quarry sites. The concept of these ID cards is to categorize stone rejected during the mining process to better study and understand its potential secondary use. These ID cards, once collected across our sites, will serve as a global database to monitor and analyze our rejected stone. Not all materials are suitable for secondary use. Implementing Reject ID cards enables rapid identification of materials that meet the quality standards required for reintroduction into the processing cycle or for conversion into new product applications, based on existing or specifically developed beneficiation processes.

Mineral recycling technology – lime mud recovery in paper mills

Omya's mineral recycling solutions for the pulp and paper industry keep valuable inorganic materials in the mill loop instead of sending them to landfill, reducing both raw material consumption and waste disposal costs.[1]



1 https://papertechnologyinternational.com/wp-content/uploads/2024/05/Uncovering-mineral-recycling-A-new-trend-in-the-pulp-and-paper-Industry-OMYA-PTI-Articles.pdf

Across pulping, bleaching, coating, and wastewater treatment processes, paper mills continuously generate mineral-rich side streams such as fly ash, lime mud, paper ash, deinking residues, and filler rich sludges. These streams commonly contain calcium carbonate, kaolin, traces of titanium dioxide, and other inorganic materials that can be recovered and reprocessed into functional fillers or process reagents.

Building on its pioneering role in the paper industry, Omya has developed and implemented lime mud recycling solutions that recover minerals directly from pulp mill processing streams. Operating installations now convert this recovered lime mud into usable fillers or coating pigments, which are fed back into paper production and support a circular use of raw materials.

Following successful development and validation, the first commercial scale installations were commissioned in China in 2025. The system is fully operational and consistently produces quality recycled mineral products that can be fed to a premium white grade paper production line, demonstrating strong technical performance and delivering clear economic and environmental benefits.

Circularity – increasing recycled minerals in Omya products

Omya circular solutions
Circular solutions aim to minimize rejects and maximize resource efficiency, mitigating dependence on traditional resources. Omya's Research and Development teams work closely with functions across Omya to develop solutions and technologies to expand our recycled minerals portfolio and continue to innovate our mineral recycling processing technology.

Post-industrial recycled minerals
Omyaloop: Certified by Bureau Veritas against ISO 14021, OMYALOOP FC ↗ is made from recycled and recovered calcium carbonate sourced from other industries and our quarry reject material that would otherwise be disposed of as waste.

Omya produces Omyaloop FC using green electricity, reducing its carbon footprint by up to two-thirds compared with conventional alternatives. With its enhanced recycled content and green energy used in the production, the product can achieve a CO_2 footprint as low as 10 kg CO_2e/t. In addition, Omyaloop FC complies fully with EU Directives governing food contact requirements, ensuring both sustainability and safety. This makes it an excellent solution for the polymer industry, particularly for films intended for food contact applications.

Water

Water is an essential resource for life and business, and its management is vital for maintaining a sustainable economy.

Impacts, risks and opportunities
Inadequate water management not only leads to poor water quality and scarcity in and around the communities in which we operate, but it could also cause production disruptions for Omya. Unfortunately, climate change and human activities exacerbate the scarcity and variability. Omya recognizes the importance of using water responsibly across our footprint, especially at our sites.

Omya uses water throughout the processing of our raw materials. Some processing techniques require a greater volume of water. It is the responsibility of Omya and local site managers to ensure that Omya remains compliant with local regulations. Monitoring water intake and outflow helps assess and mitigate disturbances and ensures sustainable water use locally. In some cases, increasing the plant's positive impact on the local economy and surrounding community by engaging in water-related topics and initiatives is an effective way to build a more sustainable business model.

Governance

Omya's Executive Board is responsible for ensuring that environmental considerations including water are embedded into business decisions. The Board demonstrates leadership and is responsible for upholding environmental commitments, allocating resources for continuous environmental improvements, and appointing a Board level executive to oversee environmental performance via the Environment Steering Committee.

PERFORMANCE SNAPSHOT

Water

GOAL: Optimize water consumption across Omya's sites.

POLICIES: Corporate Sustainability Policy and Group Environment Directive.

TARGET: 100% of plants must establish a water plan by the end of 2026. Plants that are performing at or below their 2024 average category water consumption must maintain their water consumption and plants which are above their 2024 average category consumption must reduce it.

FY2025 PERFORMANCE: Total water consumption in 2025 was 15,472,066 m^3.

FY2025 ACTION HIGHLIGHTS: Implemented monthly water management calls, centralized data collection for all plants in OMIS, Omya's centralized database. Communicated water plan requirement to plants. Established site category water consumption averages as a baseline for future target setting.



Florence, Vermont, USA

The Environment Steering Committee is responsible for embedding environmental priorities into business planning, aligning long-term environmental strategies and ensuring the effectiveness of environmental initiatives and improvement measurement, including as they relate to water performance.

At an operational level, the Group Environment Team, which is part of Group Sustainability, is responsible for overseeing water management across all Omya sites. The team works in close collaboration with the individual sites to ensure responsible water use, improve efficiency, and reduce environmental risks. The Group Environment Team gathers water usage data from the sites monthly and manages a plant-level dashboard, allowing plants to track consumption, identify trends, and benchmark performance across similar sites and regions. This data-driven approach supports informed decision-making and continuous improvement.

Plant managers are responsible for measuring their water consumption monthly and monitoring performance. They must also ensure compliance with environmental laws and regulations in their communities, including as they relate to water.

Policies

At Omya, water use is managed via the Corporate Sustainability Policy and Group Environment Directive. The Group Environment Directive establishes the structural framework for upholding Omya's commitment to environmental sustainability. It guides the company in fulfilling our environmental responsibilities, managing environmental risks, and leveraging opportunities to improve environmental performance, including as they relate to water. Omya's Group Environment Directive applies to all Omya entities, including subsidiaries and joint ventures where Omya has management control over operations, engineering design, and procurement functions. The directive applies to all employees, operations, and activities of Omya. It includes collaboration with suppliers, partners, and stakeholders where relevant.



Orgon, France

FY2025 actions

Monthly water management meetings: The Group Environment Team has monthly meetings with plant managers to provide training and refreshers on water topics, review water consumption performance, discuss challenges, and identify opportunities for reducing water usage and enhancing efficiency. Best practices are also shared during these meetings to create awareness among plant managers across numerous sites and regions. These regular touchpoints with the sites help to ensure alignment with both local and international environmental regulations and support Omya's long-term sustainability goals.

Water data collection in OMIS, Omya's centralized database: Water data is collected centrally on a monthly basis via Omya's internal data repository, OMIS (Omya Management Information System). The tool consolidates water usage information across all plants and quarries. Data can then be visualized and trends studied using a dashboard which is made available to all plant managers.

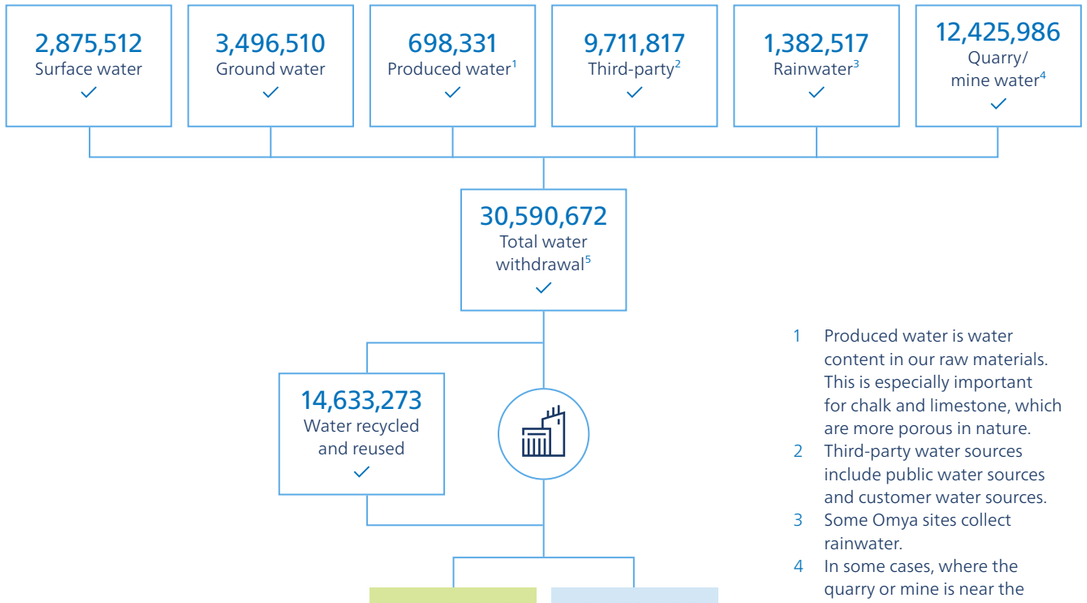
Roll out of requirement to introduce a site water management plan: Plants must establish a water efficiency plan by the end of 2026. Plants which are above their benchmark consumption must reduce it. The plan must focus on developing strategies to minimize disruption, reduce water intake, increase recycling efforts, and monitor local regulations.

Metrics and targets

Omya uses a range of tools to help manage and monitor water consumption across our footprint. These tools enable us to classify priority sites and work with them to improve performance.

Omya uses the WWF Water Risk Filter and WRI Aqueduct which is embedded in the Waterplan platform to assess water-related risks by evaluating exposure to water scarcity, pollution and other water-related challenges across its footprint.

Omya's global site water consumption 2025 (m^3)



1 Produced water is water content in our raw materials. This is especially important for chalk and limestone, which are more porous in nature.
2 Third-party water sources include public water sources and customer water sources.
3 Some Omya sites collect rainwater.
4 In some cases, where the quarry or mine is near the processing plant, water from the mine or quarry is used at the plant.
5 Omya does not withdraw seawater.

These tools help assess water-related risks across three main areas: physical, regulatory and reputational, providing risk scores for current conditions (Baseline 2020) and future projections (e.g., 2030, 2050) under different scenarios (Optimistic, Current Trend, Pessimistic).

Waterplan is used by Omya as a water risk management and stewardship platform that integrates basin-level data and site-level inputs to assess water-related risks and opportunities across scarcity, flooding, water quality, infrastructure, regulatory and reputational dimensions.

As Omya is deeply interwoven with the communities where we operate, it is essential for us to understand how our water consumption may affect them. To understand this in a standardized manner based on science, Omya has started to use the UNSDPI II.A.3 Indicator. This indicator, provided by the United Nation's Research Institute for Social Development (UNRISD), is used to assess a company's water use in relation to sustainable development goals and evaluates the company's impact on local and global ecosystems. Using this tool as an internal resource, Omya can also prioritize which sites require additional attention to improving water efficiency.

Thinking of Tomorrow: acting together



Employer of choice

At Omya, we employ over 9,000 people in 50+ countries representing more than 70 nationalities.

Learning and development

At Omya we are committed to building our talent pipeline and providing our employees with opportunities to grow and continually enhance their skills sets.

- **Omya Academy:** employees can choose from over 5,000 self-paced e-learning courses and more than thirty instructor-led training modules which are available both virtually and in person. Omya's instructor-led, in-person courses span a wide range of topics and are designed to build the future leaders of the company, offering leadership training and skills building.

- **GoFluent:** Omya offers our people the option to learn a new language at their own pace using the hyper-personalized technology platform GoFluent. Employees can choose from 13 languages: English, French, German, Spanish, Italian, Portuguese, Polish, Mandarin, Dutch, Russian, Arabic, Japanese, and Korean. Online video conversation classes from beginner to expert are also offered for six languages.

- **International assignments:** Omya actively encourages our people to consider taking an international assignment at some point in their career with Omya. Working in different countries expands an individual's mindset and business acumen, while also enabling the development and deepening of professional competencies and interpersonal skills. Omya values experience abroad so highly that it is seen as a prerequisite for senior management positions in the company.

- **Trainee program:** Omya offers a comprehensive trainee program designed for university graduates or young professionals with 1–3 years of work experience. The program gives young talent the opportunity to explore different business areas, aligned with their interests and Omya's priorities. Trainees are also offered the chance to work in different countries during their traineeship. The program lasts 1–2 years and trainees may be offered a position at the end of the contract.

Our commitment

At Omya, we recognize the importance of promoting and protecting human rights and ensuring that our workplace is inclusive, diverse, and free from any form of harassment, bias, bullying or discrimination. This is reiterated in our policies and Code of Conduct. We believe that everyone should have equal opportunities, regardless of their race, ethnicity, gender, sexual orientation, age, religion, disability or any other characteristic. We respect employees' lawful freedom of association and recognize their legal rights to organize and collectively bargain. See OMYA'S CODE OF CONDUCT ↗ for more information.

Our Global and local HR Handbooks also govern Omya's responsibility to its employees, fostering an environment which respects human rights, fair employment and equal opportunities.

Health and safety

Nothing is so urgent that we cannot take the time to do it safely and protect our health.

This is more than a motto – it is our modus operandi. From leadership to the plant floor, this principle is echoed consistently and deliberately. Nothing is so urgent that we cannot pause to ask ourselves: Am I doing this safely? If the answer is no, we stop, assess, and take corrective action to ensure both the task and the environment around us are safe.

Our commitment to safety is a continuous journey, and it starts at the top. When leadership sets clear priorities and a consistent tone, it creates the conditions for meaningful change across our entire operations. Health and safety is not just a principle, it is a culture we live and lead every day.



Q&A with Head of Social, Health and Safety, Davide Goi and Head of Sustainability Region Europe, Evrim Urcum

Health and safety protocols, policies, standards and initiatives are mostly driven at Group-level and cascaded to the Regions to disseminate and operationalize at plant-level. However, this isn't just a one-way communication street. To describe this collaboration, we spoke with our Head of Social, Health and Safety, Davide Goi and Head of Sustainability Region Europe, Evrim Urcum.

Davide, how do you ensure alignment between Group-level health and safety strategy and regional execution?

Davide: We are working closely with the regions to keep lines of communication open. We rely on their regular feedback so that we can keep improving our health and safety management systems.

We have a dedicated Health and Safety Core Team at Omya which is comprised of Health and Safety subject matter experts across the Group. There is me, and another representative from Group Health and Safety and we have three Health and Safety Managers in the team as well, one for each of the regions. This team meets every two weeks to discuss issues and trends, propose new ideas and report back on the regional execution of health and safety programs and initiatives.

Evrim, can you describe how you collaborate to translate global health and safety policies into regionally relevant practices?

Evrim: With our regional presence in the Health and Safety Core Team, we hear about Group initiatives very early on. We give our feedback, and we work together to get it right. When it comes to implementation at the regional level, regional leadership visits the plants, and we help colleagues appreciate why these standards, programs and campaigns are important. We understand their specific context, and we support them to deliver.

Our site managers have a key leadership role in health and safety. In addition, we have health and safety experts or sponsors at each site. We have direct support from the leadership team to implement programs and campaigns in the field, making sure awareness is improving with close follow-up. We also conduct monthly Health and Safety Forum meetings in the regions so that our plant colleagues can come together and ask questions or raise concerns about ongoing programs and initiatives. It's important that we continue to find ways to engage with colleagues on our health and safety journey.

Davide, how do regional insights and feedback influence Group-level strategy and priorities?

Davide: Listening to the regions is essential, as they provide local context and bring to light local issues. Understanding regional dynamics helps us uncover the real implications for individual sites and identify their pain points. Then we can translate those insights into a focused, actionable Group strategy.

A clear example is our 2024–2025 hand and finger safety campaign. Regional conversations and data revealed a rising, widespread trend of hand injuries that required immediate action. With regional support, we turned a targeted response into a global campaign which led to a reduction of over 30% in hand related injuries in 2025. This shows how timely, data-driven and regional feedback can drive effective, company-wide safety interventions.

How do you ensure that leadership at all levels visibly supports and reinforces safety values?

Davide: We maintain a strong, visible health and safety culture that is deliberately embedded across our sites and communications. Our commitment is clear in site signage, training, procedures and corporate materials, and it shapes daily behavior and decision-making at every level of the organization. Every meeting begins with a health and safety moment, where colleagues are invited to share health and safety incidents or concerns from work or home to raise awareness and sharpen risk recognition. We share and record observations, conduct BBS (Behavior Based Safety) talks. These conversations build awareness, foster responsibility and empower people to speak up. The Omya Board also starts each board meeting with a safety moment and reviews health and safety metrics, ensuring leadership visibility and accountability.

Evrim: Lastly, health and safety is non-negotiable for us; we are consistently reinforcing the message that nothing is so urgent that we cannot take the time to do it safely and protect our health.



EVRIM URCUM
HEAD OF SUSTAINABILITY REGION EUROPE



DAVIDE GOI
HEAD OF SOCIAL, HEALTH AND SAFETY

Impacts, risks and opportunities
Having a strong health and safety culture is critical to the success and sustainability of our business. Managing our quarries and operating over 160 processing plants with heavy machinery and equipment bears a significant risk of accidents from the very minor to the more severe, while our non operational workforce, whether in offices or in the field such as sales and marketing, also faces its own set of safety risks in day to day activities. The well-being of employees, contractors, and surrounding communities must always be prioritized to prevent incidents and protect lives. A strong safety culture not only ensures regulatory compliance and operational continuity, it also builds trust, enhances employee morale, and safeguards Omya's reputation. Maintaining health and safety standards is not just a requirement, it is a responsibility that drives performance, resilience, and long-term value.

PERFORMANCE SNAPSHOT

Health and Safety

GOAL: Continuous improvement of our health and safety culture, working towards no injuries.

POLICIES: Corporate Sustainability Policy, Health and Safety Directive, and Health and Safety Standards and Guidelines.

TARGET: Total combined work-related injury rate 20% decrease year on year.

FY2025 PERFORMANCE: Total combined work-related injury rate 3.5.

FY2025 ACTION HIGHLIGHTS: Health and Safety Maturity Matrix roll out across our footprint, targeted health and safety campaigns throughout the year (e.g., Hand and Finger Safety Campaign).

Health and safety is embedded in Omya's values

We always evaluate the hazards of any situation

We always take care of the health and safety of the people around us



We always react and report any unsafe situation

Our target is zero injury and a healthy life

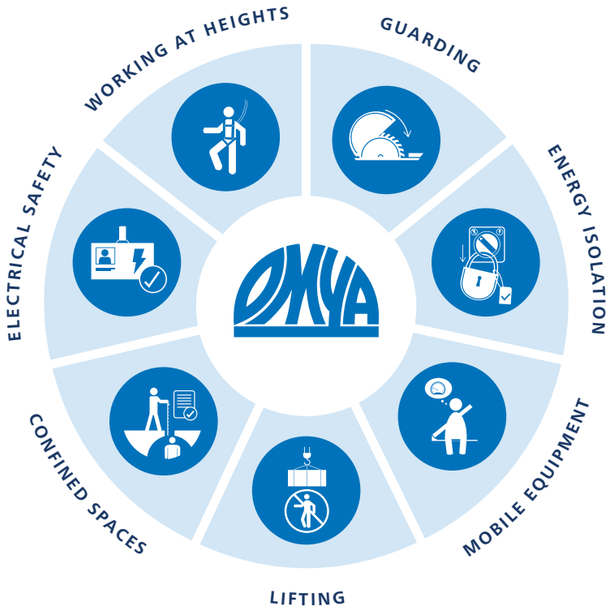


Governance

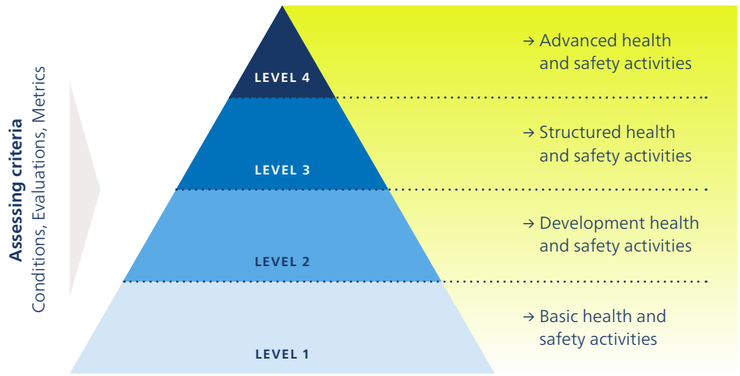
Omya's Executive Board acts as the governing body for health and safety, setting strategic direction, appointing key leaders, and ensuring the integration of health and safety into business decision and oversight. The Health and Safety Committee of the Board comprises senior level executives. The committee supports the Head of Social, Health and Safety by shaping long-term strategy, embedding health and safety in business planning, and promoting a culture of continuous improvement. The Head of Social, Health and Safety leads the development and implementation of the global health and safety strategy, drives cultural transformation, and provides expert guidance across the organization. The Head of Social, Health and Safety is supported by a Health and Safety Core Team which is comprised of subject matter experts across Omya. This team translates strategy into action by designing systems, supporting regional planning, and serving as a center of excellence for health and safety processes and issue resolution.

The Regional Sustainability Organization is responsible for cascading Health and Safety programs throughout the region and ensuring their execution at area, country, and site levels. It also ensures that the necessary technical and managerial Health and Safety competencies are in place to implement these initiatives effectively.

Management Systems
Since 2018 and across 150 global sites, Omya is certified against ISO 45001. The principles of a health and safety management system are implemented globally through UNITE, our integrated management system covering quality, environment, and health and safety, supported by the management system manual, corporate policies, directives, and standards.



Omya's Life-Saving Rules are designed to keep Omya workers safe. The Life-Saving Rules must be followed by everyone to ensure a safe working environment.



The **Maturity Matrix pyramid** is a tool for assessing the safety culture of each site and deriving customized improvement activities and programs.

Policies

Health and safety at Omya is managed via the Corporate Sustainability Policy and the Health and Safety Directive. The directive applies to all Omya and subsidiary companies, joint-ventures where Omya exercises management control, engineering design, and procurement functions. All employees, contractors and transporters must follow the directive. The directive outlines the governance structures and parties responsible for managing health and safety risks and the procedures employees at all levels must follow including implementing Group-level health and safety initiatives at all Omya sites. The directive is updated as a result of improvements, best practices, and corrective actions, identified in management reviews, as well as related evolving international standards.

To complement the Corporate Sustainability Policy and Health and Safety Directive, Omya has developed 14 Health and Safety Standards as well as several Guidelines which outline the safety requirements employees must follow when undertaking specific tasks. These standards include but are not limited to Omya's seven Life-Saving Rules. All of our employees, business partners and suppliers who operate at Omya sites, including plants, mines, trading and distribution warehouses, construction projects, logistics, and offices are expected to comply fully with the Life-Saving Rules in addition to local legal requirements and Omya's site specific rules which can never be broken.

FY2025 actions

Health and Safety Maturity Matrix: As we continuously improve our health and safety culture, we noticed that across our sites, health and safety maturity levels differ. This means a one-size-fits-all strategy to implement health and safety standards, policies and initiatives is not effective. Burdening plants with many requirements and initiatives which they may not fully understand can be overwhelming and will ultimately not improve health and safety culture. It may in fact lead to a more reactive culture. As a result, Health and Safety Team has developed the Health and Safety Maturity Matrix, which was rolled out across Omya's operations in 2025 to provide sites with a leadership tool to master the implementation of health and safety management systems in a staggered approach.

The Matrix, represented by a pyramid, is a tool for assessing and improving health and safety practices within the sites. It is based on four levels: Basic, Development, Structured and Advanced. Each level has specific criteria and activities that must be completed to advance to the next level. The process gives the Area or Country Directors of Operations a more active role in prioritizing the right activities for each site. Operations and Sustainability teams periodically collect sites' health and safety metrics and other performance indicators, to assess overall site performance.

Based on this data, the assessment places each site in one of four pyramid levels. Each level has a corresponding list of health and safety activities that ensure the lower-level activities are maintained while allowing the site to move to a higher pyramid level.

In depth Health and Safety training plan on Omya's seven Life-Saving Rules: An Omya Life-Saving Rules refresher training course was rolled out in region Europe in 2025 to provide additional training on Omya's seven Life-Saving Rules for plant employees. In 2026, additional in-depth training modules will be rolled out across all regions.

Roll out of incident management system across Omya's footprint: After a successful 2023 pilot, in 2024–2025 Omya rolled out the use of Intelex across our sites as an incident management and document control system. The tool supports a consistent, systematic approach for employees to report and investigate incidents, near misses, task observations, non-conformances, and hazards. Employees have access to Intelex on Omya issued devices from a desktop or via a mobile app. Training modules and ongoing training resources have been made available for employees. The Intelex system is continuously maintained, validated, and verified to ensure its ongoing enhancement and effectiveness.

Hand and Finger Safety Campaign: 2022 and 2023 saw a rise in hand and finger related injuries. We found that injuries commonly occurred during maintenance and routine tasks. While most injuries were found to have been resolved with first aid, many also resulted in lost time. As a result, during 2024–2025 a global campaign was launched to build awareness of hand and finger safety. The campaign included six key initiatives that were rolled out across all sites.

Initiatives included:

1. **Start safe, stay safe:** Employees must pause and assess their work environment risk before undertaking a task. This is done with the help of a series of tools and checklists.
2. **Behavior-Based Safety (BBS) talks:** For each BBS talk a mandatory observation on hand and finger safety was added so that the observer could focus their attention on the employee's use of their hands and fingers.
3. **Equipment inspection:** Employees must continually inspect their equipment and follow guidelines and standards on the use of equipment.
4. **Workplace visuals:** The site management and safety committee members surveyed the plant for equipment and processes where hands and fingers could be injured and placed warning signs, stickers and posters in those locations drawing employees' attention to risks.
5. **Training courses:** We launched new training courses on the right gloves and personal protective equipment (PPE) to use for given tasks.
6. **Corrective actions:** Learning from previous incidents, a global action plan was released to all sites to implement corrective actions.

As a result of this campaign, there was a 32% drop in hand related injuries globally in 2025.

Health and Safety Week: We celebrate Health and Safety Day every year at all our sites as part of Health and Safety Week. This includes a variety of activities designed to engage employees, both in production units and office environments. As an example, during the first two weeks of November, employees participated in Health and Safety Week activities across our two Swiss offices. The theme of the week was non-occupational health and safety risks and hazards in the home. Employees had the opportunity to participate in quizzes and win prizes and there was an escape room where teams were assembled to solve puzzles and identify hazards in the home. The turnout for the escape room was high with 383 on-site employees attending. The experience was very well received.

Metrics and targets

At Omya, we are committed to achieving a workplace where no one is harmed. Despite our continued efforts and a decreasing Total Recordable Injury Rate (TRIR), we experienced a workplace fatality in January 2025. A permanent contractor lost his life after falling from a tree while pruning on our premises in India.

Following the fatality, a comprehensive investigation and root-cause analysis were completed, resulting in the implementation of global corrective and preventive actions across all sites. Contractor-related activities, including auxiliary and non-core work, were reviewed and improved, further strengthening their integration into site safety management systems. Task-specific risk assessments were mandated for all auxiliary activities, with clearly defined responsibilities and site-specific risk controls covering both contractors and employees where applicable. Ongoing, standardized inspections are conducted to verify effective implementation and compliance. These actions reinforce consistent contractor safety standards across Omya and ensure that all on-site activities, including non-core operations, are subject to the same level of risk evaluation, oversight, and continuous improvement.

This loss is a profound reminder of the responsibility we carry for everyone working on our sites. It underscores the urgent need to accelerate our safety initiatives, strengthen critical controls and procedures, and further deepen our safety culture across all operations for employees, contractors, and partners alike.

Innovation in workplace safety as a result of Thinking of Tomorrow: Omya Austria wins the National Sustainability Award in 2025

Our Gummern mine was recognized by the National Minerals Association for its pioneering underground mining method, Omya Raise Mining (ORM) and its impact on workplace safety. This highly efficient method of extraction mines raw materials in large vertical stopes up to 160 meters high and 35 meters in diameter without any close human contact. We use an unmanned, remote-controlled drill rig, with the operator located in a climate-controlled container rather than on a drilling platform, as well as a remote-controlled wheel loader to protect operators from potential rock falls. What was once a dangerous and physically demanding job for miners has been transformed into an attractive and safe digital workplace.

Congratulations to our Gummern team!

Health and Safety

	2023	2024	2025	Target
Employee work-related injuries[1]				
Total recordable work-related injuries	79	84	60 ✓	
Total recordable work-related injuries rate (%)	3.9	4.5	2.7 ✓	
Total lost time due to work-related injuries (days)	347	1,509	786 ✓	
Worker work-related injuries[2]				
Total recordable work-related injuries	35	27	33 ✓	
Total recordable work-related injuries rate (%)	7.0	5.4	14.7 ✓	
Combined work-related incidents				
Total recordable work-related injuries	139	134	101 ✓	
Total recordable work-related injuries rate (%)	5.2	5.4	3.5 ✓	–20% year on year
Employee work-related ill health				
Total recordable work-related ill health	20	17	5 ✓	
Total recordable work-related ill health rate (%)	1.0	0.9	0.2 ✓	
Total lost time due to work-related ill health (days)	374	210	19 ✓	
Worker work-related ill health				
Total recordable work-related ill health	5	6	3 ✓	
Total recordable work-related ill health rate (%)	1.8	1.6	1.2 ✓	
Total lost time due to work-related ill health (days)	0	0	0 ✓	
Employee work-related incidents[3]				
Total recordable work-related incidents	99	101	65 ✓	
Worker work-related incidents				
Total recordable work-related incidents	40	33	36 ✓	
Work-related fatalities				
Total employee work-related fatalities	0	0	0 ✓	
Total worker work-related fatalities	0	0	1 ✓	

1 Employees include Omya employees with Omya contracts.
2 Workers who are not employed by Omya but work on Omya premises. This includes permanent contractors, external personnel and third parties. Third-party workers are not included in the calculation of incidents rates as worked hours are not recorded.
3 Incidents refer to lost time injuries, restricted work injuries, medical treatment injuries and illnesses.

Community engagement

We are a committed and engaged member of the communities in which we operate. When we open a plant or develop a quarry, we do so with a long-term perspective and vision.

Our goal is to operate sustainably, in terms of how we manage natural resources and how we support the people and communities around us. We take this responsibility seriously. Building lasting relationships within our communities is central to our approach as a long-term neighbor. We commit to being a trusted partner that contributes meaningfully to the local economy and community well-being.

By actively involving local stakeholders in our decision-making and listening to their interests, we gain valuable insights, address concerns early, and work collaboratively to minimize environmental and social impacts. We aim to create lasting, mutual value by transparent communication and shared priorities, such as job creation, infrastructure development, and community programs. This approach helps foster trust, reduce conflict, and build a more resilient and inclusive future for all.

Governance

At Group level, Social Responsibility and Community Engagement fall under the responsibility of the Head of Social, Health and Safety. This role is responsible for setting the overall engagement strategy and developing policies and procedures implemented across all Omya sites. The Board has oversight of stakeholder and community engagement and is regularly updated on progress.

At Omya, community engagement and social impact are driven at local level. Local plant managers lead community engagement activities and are responsible for conducting an annual stakeholder identification or review to determine the relevant stakeholders in their area. They also record all interactions, including any topics or concerns raised. In addition, plant managers engage with stakeholders on issues that matter to them and foster community relationships through local events and initiatives.

Policies

Community engagement is managed via the Corporate Sustainability Policy and the Social Responsibility Procedure. The procedure describes the roles and responsibilities for conducting stakeholder engagement and implementing community initiatives as well as outlining Omya's expectations for operating within local communities.

PERFORMANCE SNAPSHOT

Community engagement

GOAL: Reinforce Omya's commitment to local stakeholder engagement.

POLICIES: Corporate Sustainability Policy, Social Responsibility Procedure.

TARGET: 85% of all sites should have the Corporate Sustainability Program in place by 2026.

FY2025 PERFORMANCE: 85%

FY2025 ACTION HIGHLIGHTS: Corporate Responsibility Program roll out, various initiatives across our footprint.

FY2025 actions

Corporate Social Responsibility Program:
To gain a more comprehensive overview of our local community engagement initiatives and stakeholder interactions, Omya has developed a global Corporate Responsibility Program and tracking tool as well as a Social Responsibility Procedure. The tracking tool centralizes and standardizes the way Omya sites conduct stakeholder engagement within the local community, which topics are addressed, and how sites report on them. In addition to the tracking tool, an internal SharePoint environment was created for all global sites to record and detail best practice community engagement initiatives.



The Sustainable Development Goals (SDGs) are 17 global objectives adopted by the United Nations to promote peace, prosperity, and environmental protection by 2030. They aim to address interconnected challenges such as poverty, inequality, climate change, and sustainable development.

Omya contributes directly or indirectly to the SDGs via our local community engagement activities and initiatives. Overleaf are some examples of initiatives across the regions in 2025.

Snapshot of engagements across our footprint

Solar-powered water filtration tank in Thailand: **SDG #6: clean water and sanitation, and SDG #17: partnerships for the goal**

In Thailand, many people in remote and impoverished areas are still lacking clean drinking water.

The team at Surint Omya Thailand implemented a project called the Clean Water for Communities Initiative and developed an affordable device capable of producing clean water on a low budget. The design, created by our engineers, runs on solar power, and has a two-step filtration system capable of removing 99.99% of bacteria, with a capacity of 420 liters a day.

Surint Omya Thailand provided an educational grant to the Lopburi Technical College and its students to help build the water filtration tank. The newly produced solar-powered tank was then donated to Ban Nam Rob School, Uthailthanee province.



Delivery of water filtration system, Thailand

Rehabilitation of local hydraulic network in France: **SDG #11: sustainable cities and communities, and SDG #15: life on land, and SDG #17: partnership to achieve the goal**

The Sagnes d'Opoul Wetland, located on the southwestern edge of the Salses-Leucate pond in the Pyrénées-Orientales, France, is a remarkable wetland area recognized for its biodiversity. Certified as a protected site under the Conservatoire du Littoral, it hosts extensive reed beds (roselières) that provide habitat for numerous bird species, amphibians, and aquatic plants. Wetlands like this are essential reservoirs of biodiversity, natural carbon sinks, and water filters that deliver critical ecosystem services.

Over the past century, France has lost more than 70% of its wetlands[1], largely due to drainage, urbanization, and agricultural expansion. At Sagnes d'Opoul, the main challenge has been the prevalence of Baccharis plants, an invasive species, which disrupt the delicate balance of this freshwater habitat.

1 https://www.youtube.com/watch?v=dtAwt6xJ-mw



Restoration of Sagnes d'Opoul Wetland, France

During the winter of 2025, Omya SAS in partnership with Vallis worked to uproot Baccharis plants from the area in an effort to maintain and restore the circulation of freshwater into the wetland. Without proper maintenance, water no longer circulates in the marsh and species could disappear. As a part of the local community, Omya recognizes the importance of this critical habitat and worked alongside community organizations Conservatoire du Littoral (Costal protection authority), Syndicat RIVAGE (Riverside Union), and Fédération des Chasseurs (Hunters Federation).

Exploring the connection between water, mining and robotics in Poland: **SDG #4: Quality Education, SDG #6: Clean water and sanitation, and SDG #17: partnership to achieve the goal**

Omya Romanowo, in cooperation with Wrocław University of Science and Technology and Roboklocki, offered an engaging educational experience for primary school students from Ołdrzychowice Kłodzkie. The program introduced children to the fascinating connections between natural resources and science: they discovered where water comes from, how mining is linked to groundwater, and how hydrogeologists explore the Earth's subsurface.

Beyond theory, the students participated in hands-on workshops where they built machines using Roboblocks and even operated a robot used in mining operations. These interactive activities not only made science tangible but also sparked curiosity and excitement about how technology and engineering shape the world around us.

Encouraging curiosity at an early age is essential for cultivating the next generation of scientists, engineers, and industry professionals.

Studies show that children exposed to STEM concepts through play and exploration are more likely to pursue careers in these fields later in life[1]. For industries such as mining and materials science, this is particularly important: future innovators will be needed to develop sustainable technologies, manage natural resources responsibly, and design solutions for global challenges like climate change and water security.

By investing in educational initiatives like this, Omya helps inspire young minds, strengthens community ties, and contributes to building a pipeline of skilled professionals who will carry forward the values of innovation, responsibility, and sustainability.

1 https://www.researchgate.net/profile/Avner-Caspi/publication/368765454_STEM-oriented_primary_school_children_participation_in_informal_STEM_programmes_and_career_aspirations/links/6405ce9457495059456d1e56/STEM-oriented-primary-school-children-participation-in-informal-STEM-programmes-and-career-aspirations.pdf



Roboblocks workshop, Poland

Appendices

Assurance statement

Independent practitioner's limited assurance report on the selected Sustainability Information

To the Board of Directors of Omya AG, Oftringen
We have performed a limited assurance engagement on selected Sustainability Information included in Omya AG's (the Company's) Sustainability Report for the year ended 31 December 2025 ("the Sustainability Report").

Our limited assurance engagement focused on the selected sustainability information for the reporting period from 1 January 2025 to 31 December 2025 that is marked with the check mark (✓) in the Sustainability Report ("the selected Sustainability Information"). Our assurance engagement does not extend to any other information included in the Sustainability Report other than the selected Sustainability Information described in the paragraph above. Consequently, we do not comment on, nor provide a conclusion on, any such information.

Sustainability reporting criteria
The Company prepared the selected Sustainability Information in reference to the Global Reporting Initiative Standards (GRI Standards) ("the applicable criteria"), as described in the Scope and boundary of the Sustainability Report. Accordingly, the selected sustainability information should be read and understood in conjunction with these criteria.

Inherent limitations
The accuracy and completeness of the selected Sustainability Information (including GHG emissions) are subject to inherent limitations given the nature and methods for determining, calculating and estimating such data.

In addition, the quantification of the selected Sustainability Information is subject to inherent uncertainty because of, for example, incomplete scientific knowledge used to determine factors related to emission factors and the values needed to combine, for example, emissions of different gases.

Our assurance report should therefore be read in connection with the Company's Applicable Criteria as defined above, its definitions and procedures on Sustainability Information reporting therein.

Responsibility of the Board of Directors
The Board of Directors is responsible for the selection of the Sustainability Reporting Criteria and for the preparation and presentation, in all material respects, of the Sustainability Information in accordance with the Sustainability Reporting Criteria. This responsibility includes the design, implementation and maintenance of the internal control relevant to the preparation of the Sustainability Information or the Sustainability Report that are free from material misstatement, whether due to fraud or error.

Independence and quality management
We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the International Standard on Quality Management (ISQM) 1, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility
Our responsibility is to express a conclusion on the above-mentioned selected Sustainability Information based on the evidence we have obtained.
We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) **Assurance Engagements Other than Audits or Reviews of Historical Financial Information.**

Those standards require that we plan and perform this engagement to obtain limited assurance about whether the selected Sustainability Information (including GHG emissions) are free from material misstatement, whether due to fraud or error.

Summary of work performed
Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Our limited assurance procedures included, amongst others, the following work:

- Assessment of the design and implementation of systems, processes, and internal controls for the collection, processing, monitoring, and consolidation of the selected Sustainability Information;
- Inquiries of employees responsible for, or involved in, the determination, validation, and implementation of internal processes and controls related to the selected Sustainability Information;
- Inspection of selected internal and external documents to determine whether the selected Sustainability Information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Performance of analytical procedures and inspection of selected documents to evaluate the collection, analysis, and consolidation of the selected Sustainability Information;
- Reperformance of relevant calculations and verification of estimation methods used to determine the selected Sustainability Information, in accordance with the requirements defined in the Sustainability Reporting Criteria;
- Assessment of the consistency of the Sustainability Information in relation to other disclosed data and information, including an overall evaluation of its presentation through critical reading of the Sustainability Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Limited assurance conclusion
Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected Sustainability Information (including GHG emissions) of the Company's Sustainability Report has not been prepared, in all material respects, in accordance with the Applicable Criteria.

Forvis Mazars AG

ICARE REGNIER
LICENSED AUDIT EXPERT

FLORIAN BERLINGER

ZURICH, 29 APRIL 2026

← TABLE OF CONTENTS

Reference table

Topic	
Adhesives and sealants	FAQS ↗ OMYABOND 120 ↗
Air treatment	GAS SCRUBBER SYSTEMS ↗ EXHAUST GAS SCRUBBER SYSTEMS ↗ WET AND DRY SCRUBBERS FOR ACID GAS CONTROL ↗
Hydrated lime	EPD HYDRATED LIME ↗
IMA Europe Calcium Carbonate	IMA CALCIUM CARBONATE ↗
Liming and NPK fertilizers	NITROGEN AND PHOSPHORUS FERTILIZER USE EFFICIENCY ↗ LONG-TERM FERTILIZATION AND LIME-INDUCED SOIL PH CHANGES AFFECT NITROGEN USE EFFICIENCY AND GRAIN YIELDS IN ACIDIC SOIL UNDER WHEAT-MAIZE ROTATION ↗
Omyasphere	OMYASPHERE BROCHURE ↗
Paints and coatings	SUSTAINABILITY TOOLKIT ↗
Paper and board	SUSTAINABLE SOLUTIONS FOR PAPER AND BOARD ↗
Polymers	POLYMER SUSTAINABILITY ↗
Quicklime	EPD QUICKLIME ↗
Ultrafine Ground Calcium Carbonate (GCC)	EPD ULTRAFINE GROUND CALCIUM CARBONATE ↗

Data tables

Environment

Energy[1]

	Unit	2019	2023	2024	2025
Non-renewable fuel consumption					
Gas	MWh	668,447	714,173	717,479	735,372 ✓
Liquid natural gas	MWh	203,912	172,649	173,540	184,195 ✓
Diesel	MWh	185,888	154,748	154,518	143,516 ✓
Lignite	MWh	125,624	77,748	82,241	95,274 ✓
Heavy fuel oil	MWh	21,788	32,918	32,102	22,970 ✓
Marine gas oil	MWh	327,571	285,926	315,155	296,253 ✓
Propane butane LPG	MWh	62,459	62,056	49,756	62,441 ✓
Total	MWh	1,595,689	1,500,218	1,524,791	1,540,021 ✓
Renewable fuel consumption					
HVO	MWh	–	–	6,216	174 ✓
Total	MWh	–	–	6,216	174 ✓
Purchased energy for consumption					
Electricity consumption[2]	MWh	3,026,659	2,423,705	2,516,266	2,513,230 ✓
Self-generated electricity not consumed	MWh	–	111	1,757	4,256 ✓
Heating consumption[3]	MWh	2,262	1,233	1,677	1,690 ✓
Total	MWh	3,028,921	2,425,049	2,519,700	2,519,176 ✓
Total energy consumption	MWh	**4,624,610**	**3,925,266**	**4,050,708**	**4,059,371** ✓

1 Omya does not sell electricity, heating, cooling or steam.
2 Electricity consumption includes purchased electricity and self-generated electricity.
3 District heating is used at three Omya sites. Omya does not consume cooling or steam.

GHG emissions[1]

	Unit	2019	2023	2024	2025	% Target/ baseline
Scope 1 emissions						
Gross scope 1 GHG emissions	tCO_2e	571,887	546,430	515,468	531,217 ✓	
Scope 2 emissions						
Gross location-based scope 2 GHG emissions	tCO_2e	826,994	684,674	727,034	702,164 ✓	
Gross market-based scope 2 GHG emissions	tCO_2e	1,111,124	821,421	778,041	731,233 ✓	
Total GHG emissions (location-based)	tCO_2e	1,398,881	1,231,104	1,242,502	1,233,381 ✓	12%
Total GHG emissions scopes 1 and 2 (market-based)	tCO_2e	1,683,011	1,367,851	1,293,509	1,262,440 ✓	25%

1 Omya's emissions are calculated in line with the GHG Protocol.

Water

	Unit	2023[1]	2024	2025
Water withdrawals[2]				
Surface water	m^3	–	5,297,456	2,875,512 ✓
Ground water	m^3	–	3,528,607	3,496,510 ✓
Produced water[3]	m^3	–	47,117	698,331 ✓
Third-party water[4]	m^3	–	8,285,950	9,711,817 ✓
Rainwater[5]	m^3	–	1,333,530	1,382,517 ✓
Quarry/mine water[6]	m^3	–	12,891,131	12,425,986 ✓
Total water withdrawal	m^3	–	31,383,789	30,590,672 ✓
Total water discharge	m^3	–	16,684,969	15,118,606 ✓
Water consumption				
Total water consumption in areas with water stress	m^3	–	1,893,000	2,250,800 ✓
Total water stored	m^3	–	–	58,258[7] ✓
Total water recycled and reused	m^3	–	15,952,542	14,633,273 ✓
Total water consumption	m^3	15,418,030	14,698,821	15,472,066 ✓

1 Granularity of data was not available at this time. Only total water consumption was collected.
2 Omya does not withdraw seawater.
3 Produced water is water content in our raw materials. This is especially important for chalk and limestone, which are more porous in nature.
4 Third-party water sources include public water sources and customer water sources.
5 Some Omya sites collect rainwater.
6 In some cases, where the quarry or mine is near the processing plant, water from the mine or quarry is used at the plant.
7 2025 was the first year that water stored was collected. Figure represents amount of water stored on 31 December, 2025.

← TABLE OF CONTENTS

Social

Our workforce[1]

Employees by gender

Gender	2023	2024	2025
Male	6,029	5,930	6,081 ✓
Female	1,834	1,836	1,914 ✓
Total employees	**7,863**	**7,766**	**7,995** ✓

Employee turnover

	2023	2024	2025
Employees who left the company	797	886	951 ✓
Employee turnover rate	9.17%	10.33%	10.65% ✓

Employees by contract[2] 2025

	Male	Female	Total
Number of employees	6,081	1,914	7,995 ✓
Number of permanent employees	5,680	1,800	7,480 ✓
Number of temporary employees	401	114	515 ✓
Number of full-time employees	5,958	1,732	7,690 ✓
Number of part-time employees	123	182	305 ✓

2 Omya does not employ non-guaranteed hours employees.

Women in top management positions[3]

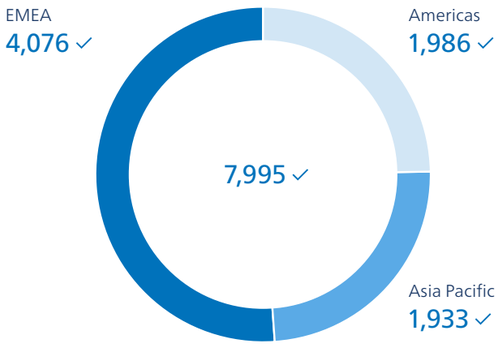
2023	2024	2025
18.5%	18.7%	20.0%

3 Top management is defined as Chief Officers and all members of mid and top management, excluding Board of Directors.

Employee age distribution

	2023	2024	2025
Under 30	17.0%	16.0%	15.6% ✓
31–50	54.0%	54.4%	53.9% ✓
Over 51	29.0%	29.7%	30.5% ✓

Employees by region



Percentage of employees receiving career development reviews

2023	2024	2025
58.1%	60.0%	66.2%

1 HR data reported here is currently available for 82% of our workforce as at December 31st, 2025. Not all sites operate the HR information system required to collect this level of detail; therefore, data reflects only locations where this system is in place.

Health and safety

	2023	2024	2025	Target
Employee work-related injuries[1]				
Total recordable work-related injuries	79	84	60 ✓	
Total recordable work-related injuries rate (%)	3.9	4.5	2.7 ✓	
Total lost time due to work-related injuries (days)	347	1,509	786 ✓	
Worker work-related injuries[2]				
Total recordable work-related injuries	35	27	33 ✓	
Total recordable work-related injuries rate (%)	7.0	5.4	14.7 ✓	
Combined work-related incidents				
Total recordable work-related injuries	139	134	101 ✓	
Total recordable work-related injuries rate (%)	5.2	5.4	3.5 ✓	–20% year on year
Employee work-related ill health				
Total recordable work-related ill health	20	17	5 ✓	
Total recordable work-related ill health rate (%)	1.0	0.9	0.2 ✓	
Total lost time due to work-related ill health (days)	374	210	19 ✓	
Worker work-related ill health				
Total recordable work-related ill health	5	6	3 ✓	
Total recordable work-related ill health rate (%)	1.8	1.6	1.2 ✓	
Total lost time due to work-related ill health (days)	0	0	0 ✓	
Employee work-related incidents[3]				
Total recordable work-related incidents	99	101	65 ✓	
Worker work-related incidents				
Total recordable work-related incidents	40	33	36 ✓	
Work-related fatalities				
Total employee work-related fatalities	0	0	0 ✓	
Total worker work-related fatalities	0	0	1 ✓	

1 Employees include Omya employees with Omya contracts.
2 Workers who are not employed by Omya but work on Omya premises. This includes permanent contractors, external personnel and third parties. Third-party workers are not included in the calculation of incidents rates as worked hours are not recorded.
3 Incidents refer to lost time injuries, restricted work injuries, medical treatment injuries and illnesses.

← TABLE OF CONTENTS

GRI index

Omya has reported with reference to the GRI Standards outlined below for the reporting period January 1st, 2025 – December 31st, 2025.

GRI Standard	GRI disclosure	Page reference or response
GRI 2: General Disclosures 2021	2-1: Organizational details	p. 10–13
	2-2: Entities included in the organization's sustainability report	Omya AG
	2-3: Reporting period, frequency and contact point	p. 14 sustainability@omya.com
	2-4: Restatement of information	Not applicable. This is our first sustainability report
	2-5: External assurance	p. 14 and 68–69
	2-6: Activities, value chain and other business relationships	p. 10–13 and 18–20
	2-7: Employees	p. 52–53 and 72
	2-9: Governance structure and composition	p. 24–25
	2-12: Role of the highest governance body in overseeing the management of impacts	p. 26, 32, 43, 46 and 57
	2-13: Delegation of responsibility for managing impacts	p. 26, 32, 43, 46 and 57
	2-14: Role of the highest governance body in sustainability reporting	p. 14
	2-22: Statement on sustainable development strategy	p. 15
	2-23: Policy commitments	p. 26–27
	2-24: Embedding policy commitments	p. 26–27
	2-26: Mechanisms for seeking advice and raising concerns	p. 27
	2-28: Membership associations	• **FECC** – Circular Economy Committee – Chemical Strategy for Sustainability • **CCA** – Board – Technical Committee • **IMA Europe** – Technical Board – Agriculture Working Group – Occupational Safety and Health (OSH) Working Group – Innovation Working Group on Circular Economy – Sustainability Working Group • **IMA North America – Essential Minerals Association:** – Environmental Working Group – Safety & Health Working Group
	2-29: Approach to stakeholder engagement	p. 14 and 20
	2-30: Collective bargaining agreements	2025: 23.2%

GRI Standard	GRI disclosure	Page reference or response
GRI 3: Material Topics 2021	3-1: Process to determine material topics	p. 14
	3-2: List of material topics	p. 14
	3-3: Management of material topics	p. 30–31, 40, 42–43, 46–47, 56–58
GRI 302: Energy 2016	302-1: Energy consumption within the organization	p. 38 and 70
GRI 303: Water and Effluents 2018	303-3: Water withdrawal	p. 49 and 71
	303-4: Water discharge	p. 49 and 71
	303-5: Water consumption	p. 49 and 71
GRI 305: Emissions 2016	305-1: Direct (scope 1) GHG emissions	p. 39 and 71
	305-2: Energy indirect (scope 2) GHG emissions	p. 39 and 71
	305-5: Reduction of GHG emissions	p. 39 and 71
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	p. 72
GRI 403: Occupational Health and Safety 2018	403-5: Worker training on occupational health and safety	p. 58–59
	403-9: Work-related injuries	p. 61 and 73
	403-10: Work-related ill health	p. 61 and 73
GRI 404: Training and Education 2016	404-3: Percentage of employees receiving regular performance and career development reviews	p. 72
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	p. 72

← TABLE OF CONTENTS

Glossary

Beneficiation process
A set of industrial steps that improve the quality of raw minerals by removing impurities. It increases the material's suitability for downstream processing.

Behavior-based safety talk (BBS)
A short, structured discussion focused on observing and reinforcing safe behaviors in the workplace. It aims to reduce incidents by promoting awareness and accountability.

CAGR (compound annual growth rate)
A measure that expresses how much something grows on average each year over a multi year period. It smooths out year to year fluctuations to show a consistent growth rate.

Calcinate clay
Clay that has been heated at high temperatures to alter its chemical structure. This process enhances its reactivity and usefulness in products like low carbon cement.

Calcium carbonate ($CaCO_3$)
A naturally occurring mineral used widely in paper, plastics, paints, and construction. It provides whiteness, bulk, and improved material performance.

Calcium magnesium ($CaMg(CO_3)_2$)
A mineral containing both calcium and magnesium carbonates. It is used in agriculture, construction, and industrial processes for its buffering and strengthening properties.

Carbon neutrality
A state where an organization balances its greenhouse gas emissions with equivalent removals or offsets. It requires reducing emissions as much as possible and compensating for the remainder.

Circular economy
An economic model that keeps materials and products in use for as long as possible through reuse, recycling, and regeneration. It aims to minimize waste and reduce resource extraction.

Climate transition plan
A strategic roadmap outlining how an organization will reduce emissions and adapt its business model for a low carbon future. It typically includes targets, timelines, and investment pathways.

Closed-cell expanded perlite
A lightweight mineral product created by heating natural perlite to form sealed, air-filled cells that provide high insulation and low water absorption. It is used in applications requiring thermal efficiency, stability, and durability due to its inert and non-combustible properties.

Electrification
The process of replacing fossil fuel powered systems with electric alternatives. It reduces emissions when paired with low carbon electricity sources.

Energy attribute certificates (EACs)
Tradable instruments that verify and track the renewable origin of electricity, allowing organizations to claim the environmental benefits of renewable power generation. They provide documented proof that one megawatt-hour of electricity was produced from a certified renewable source.

EPD (environmental product declaration)
A standardized document that reports the environmental impacts of a product across its life cycle. It follows ISO and EN standards to ensure transparency and comparability.

GCC (ground calcium carbonate)
Calcium carbonate produced by mechanically grinding natural limestone. It is used as a filler and pigment in paper, plastics, and paints.

Industrial by-products
Materials generated during industrial processes that are not the primary product but can be reused or recycled. Reusing them reduces waste and conserves natural resources.

Lifecycle assessment
A systematic method for evaluating the environmental impacts of a product, process, or service across its entire life cycle, from raw material extraction to end-of-life. It provides a comprehensive view of resource use, emissions, and impacts to support more sustainable decision-making.

Lime mud
A calcium-rich, fine-grained by-product generated during the chemical recovery process in pulp and paper production. It is typically dewatered and can be reused, recycled, or further processed depending on quality and operational requirements.

Lost time (due to work related injuries)
The total number of working days that employees or other workers are unable to perform their duties because of work related injuries. Lost time is calculated using the organization's standard working hours and begins the day after the injury occurs.

Mine yield
The ratio between the total amount of utilized stone and the total stone that is extracted or bought from third parties. It describes the utilization of a deposit considering the sales of by-products and rejects.

Perlite
A naturally occurring volcanic glass that expands when rapidly heated, creating a lightweight, porous material. It is used in construction, filtration, horticulture, and industrial applications for its insulation and absorbency properties.

Plant yield
The ratio between the total amount of utilized stone and the total amount of stone entering the plant. It describes the utilization of raw material fed into the plant considering the sales of by-products and rejects.

Primary processing
The initial stage of converting raw materials into basic industrial inputs. It includes crushing, grinding, washing, or chemical treatments that prepare materials for further manufacturing.

Pulping, refining, and bleaching
A sequence of processes in papermaking that converts wood or recycled fibers into pulp, improves fiber quality, and increases brightness. These steps determine the strength and appearance of paper.

Recovery rate
The percentage of materials successfully reclaimed or recycled from a process or waste stream. Higher recovery rates indicate more efficient resource use.

Scope 1 emissions
Direct greenhouse gas emissions from sources an organization owns or controls, such as boilers, furnaces, or company vehicles.

Scope 2 emissions
Indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, or cooling consumed by the organization.

Scope 3 emissions
All other indirect emissions that occur across the value chain, including purchased goods, transportation, waste, business travel, and product use.

Titanium dioxide
A white pigment used in paints, plastics, paper, and cosmetics for its brightness and opacity. It is valued for its stability and high refractive index.

Total yield
The total yield of a site (quarry and plant). Calculated as mine yield multiplied by plant yield.

Work-related fatality
A death that results from an injury or ill health arising out of, or during, work related activities.

Work-related ill health
Any diagnosed physical or mental health condition that is caused or significantly worsened by work related activities or exposures. This includes acute, recurring, and chronic health problems.

Work-related incidents
Number of all work related injuries and Ill health cases. It includes fatalities, lost time, restricted work cases and medical treatments. First aid injuries are not included.

Work-related injuries
Injuries are wounds or damages to the body resulting from an event in the work environment.

Forward looking statement disclosure

This sustainability report contains forward-looking statements regarding Omya AG's environmental, social and governance goals, targets and commitments. These statements, which may be identified by words such as "aim," "anticipate," "believe," "commit," "estimate," "expect," "goal," "intend," "may," "plan," "project," "seek," "should," "strategy," "target," "will," and similar expressions, reflect our current expectations and assumptions as at the date of this report. However, actual results may differ from those expressed or implied in such forward-looking statements due to various factors, including but not limited to: changes in regulations, environmental laws, and climate-related legislation; technological developments and their commercial viability; energy price fluctuations and availability; shifts in market conditions and customer demand; data availability; quality measurement methodologies; supply chain disruptions; geopolitical events and macroeconomic conditions; access to capital and financing; and the inherent uncertainties in achieving sustainability targets. The forward-looking statements in this report are made as at April 29, 2026, and Omya expressly disclaims any obligation to update, revise, or supplement such statements, except as required by law. Readers are cautioned not to place undue reliance on these forward-looking statements, which are not guarantees of future performance. Nothing in this report shall be construed as creating any legally binding commitment, obligation, or undertaking to achieve any specific sustainability outcome. The information presented herein does not constitute a determination of materiality for purposes of any applicable legal, regulatory, securities, or financial reporting requirements, and shall not be deemed to create any rights in any third party. This report is provided for informational purposes only and does not constitute an offer, solicitation, or recommendation of any kind.

Past, present and future

Thinking of Tomorrow since 1884
On August 4th, 1884, Emma Staufer married Gottfried Plüss in Oftringen, Switzerland. On the same day, they founded their company Plüss-Staufer, to make high quality window putty from chalk and linseed oil.

The first of many innovations, this made a huge difference to the window makers of the time who had to respond to the new fashion for plate glass windows. The larger the glass, the stronger the putty required, and so only the highest quality chalk and linseed oil would do.

Ten years after Plüss-Staufer was founded, we began working with other leading manufacturers of specialty materials to distribute their products worldwide. This provides our markets globally with a carefully curated portfolio of ingredients and specialty materials.

Our plant in Omey, France acquired in the early 20th century, provided the inspiration for the new company name, Omya, which has represented us ever since.

Since then, we have provided groundbreaking solutions that would change the course of entire industries. This was especially the case in the pulp and paper industry where in 1965, Omya introduced calcium carbonate into paper production. The more alkaline process improved the quality and longevity of the paper, extending its life to hundreds of years compared with acid papers which can break down after only 30 years. This completely revolutionized the industry. The addition of calcium carbonate to the paper process reduced the use of cellulose from trees. Today, one quarter of paper contains minerals.

The versatility of calcium carbonate allowed Omya to keep expanding its applications. We introduced calcium carbonate into the paints and coatings industry, making products safer and more environmentally friendly by reducing the chemical composition of paints. In 1952, we introduced calcium carbonate as a filler in plastics, significantly reducing the volume of high CO_2 plastic resins.

With the addition of perlite to Omya's mineral portfolio, we introduced the Omyasphere product line in 2019, providing the construction industry with a lightweight filler solution, based on closed-cell expanded perlite. Omyasphere reduces the overall weight of the product and reduces thermal conductivity, resulting in lower energy consumption. Lower weight also means fewer CO_2 emissions during transportation of the end products.

Innovation lies at the heart of everything we do. Across our history we have consistently used our expertise and passion for minerals and chemistry to solve the challenges faced by our customers and by society.

Having recently celebrated our 140th anniversary, Omya remains a privately-owned company. This is important because it allows us to make longer-term decisions and continue to invest in the future. Our heritage reflects not only our longevity, but our ability to lead through change. We will continue to evolve and work alongside our customers to meet their objectives and solve tomorrow's challenges.

140 years of making life better



1884
Omya founded in Switzerland

1887
Plüss-Staufer Kitt makes plate glass windows possible





1894
Omya's distribution business makes innovative products available globally

1947
Plusol improves reliability of automotive polymers

1952
Surface-treated calcium carbonate improves quality of PVC products

1965
Alkaline paper production improves the longevity of manuscripts and art



1970
Plusaqua enables environmentally friendly paints and varnishes



1980
Granulated products allow more efficient soil conditioning and plant nutrition

1998
Modified calcium carbonate improves printability of Inkjet papers

2003
Breathable films make life more comfortable for babies and the elderly



2011
Calcium carbonate excipients save lives by making medication easier to swallow

2018
Omyamatt allows less hazardous paints



2019
Omyasphere provides lightweighting and insultation



2020
Omya Neutramaxx replaces harmful chemicals in wastewater treatment

2022
Omya Aqurate cuts CO_2 emissions in board packaging

omya.com