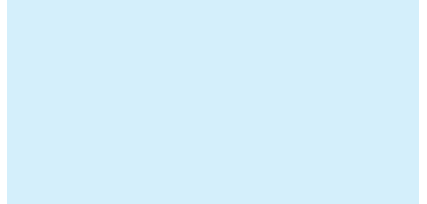
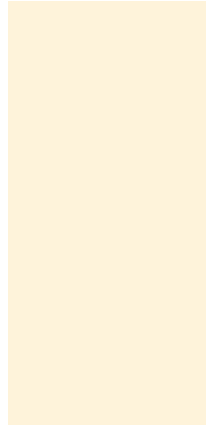


# Jacobi Group Sustainability Report



*Join Our Journey*  
JANUARY 2024



# Introduction

We are proud to present to you our second Sustainability Report. Our first report laid out our Sustainability Journey based on our eight KPIs that are driving continuous improvement with our stakeholders across the board. It also contained the Life Cycle Assessment (LCA) of our coconut shell-based activated carbon, our largest product group at Jacobi worldwide (68% of our business). We performed the LCA together with the University of Maastricht.

In this report, we share the 2022 Scope 1 and Scope 2 emissions for our total business and by unique market segments. This is the first time these

values have been published and are based on improved data compared to our LCA from a year ago. We have been able to deep dive into our Global Warming Potential (GWP) of Scope 1 and 2 and to learn how we can further improve our own carbon footprint and environmental impact. It enabled us to discover the sensitivities and find the most impactful actions we should take to improve our GWP.

Our analysis shows that our 2022 GHG emissions for Scope 1 and 2 are relatively low supported in part by actions we have already taken. The following pages will focus on our present GHG emissions and the actions previously taken to reduce emissions. Alongside the action plan to reduce our Scope 1 and Scope 2 emissions, we will share an update in the fields of our Safety Programme and our Corporate Social Responsibility activities.

As a market leader, we also realise that our biggest challenge lies in Scope 3 and that we have to take responsibility for evolving the whole value chain aiming at making our industry more sustainable. We have identified the largest areas for improvement, and we have taken the first actions. However, this will be a longer-term effort and will require intense cooperation with our suppliers and customers to improve our joint GWP. In this report, we outline our longer-term plan to improve the footprint throughout the whole value chain.

Enjoy the read... and join our journey!



Whilst all of our company sustainability KPI's have equal importance, this report will focus on four main areas. For more information and updates across all KPIs, you can visit our website [jacobi.net/sustainability-journey](http://jacobi.net/sustainability-journey).

A person wearing a high-visibility safety vest is holding a white hard hat. The scene is overlaid with a semi-transparent blue filter. The word "SAFETY" is written in a white, sans-serif font across the center of the image.

SAFETY

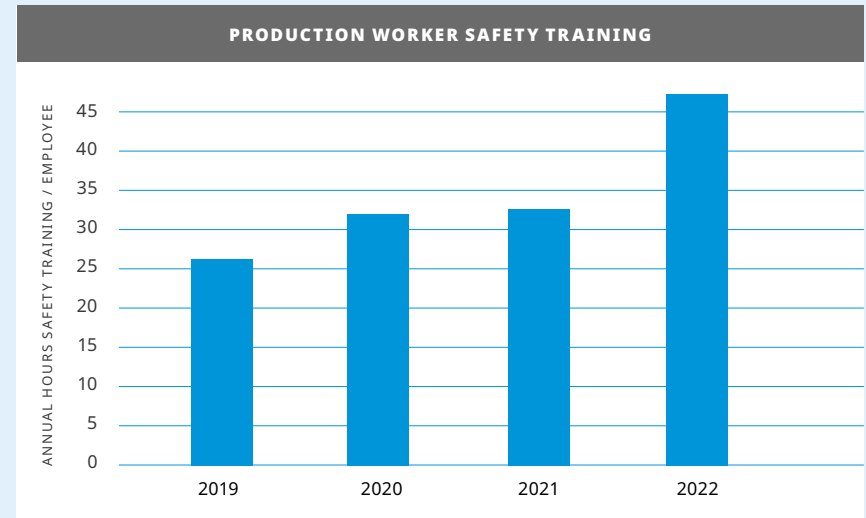
# Here at Jacobi, sustainability starts with safety

**SAFETY IS A FUNDAMENTAL** value at Jacobi Group, ingrained in our organisational principles. We prioritise the well-being of our workforce, firmly believing that every individual, be it an employee or contractor, deserves to work in a safe environment, confident that their employer has a set of policies and procedures in place to ensure this. Safety plays a vital role within our day-to-day operations and the protection of our employees is of unparalleled importance to us as a company. For these reasons, we introduced safety as one of our KPIs. Our commitment to safety is not just a slogan but a core value that influences our decisions, actions, and investments.

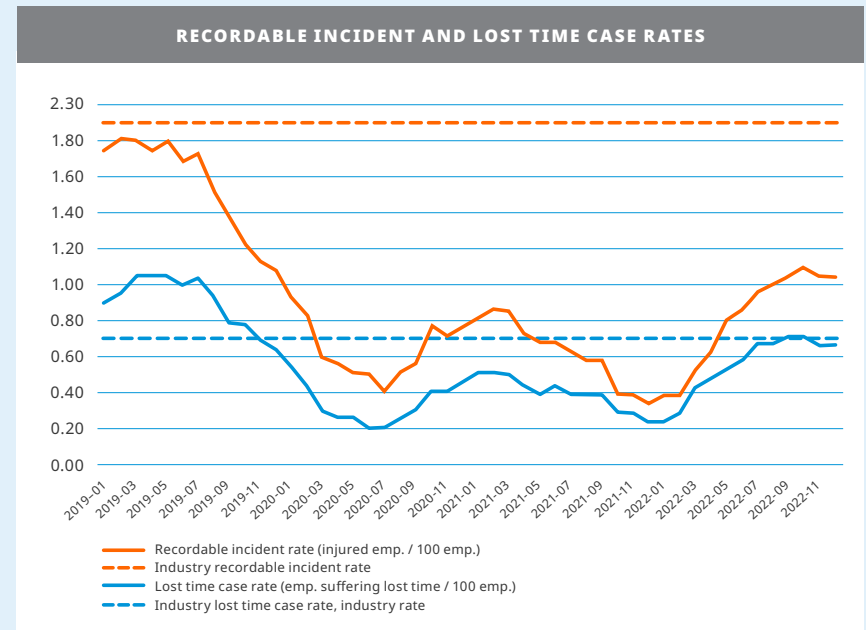
One of our major decisions was to focus on safety training. In 2019, Jacobi set an ambitious target to provide an average of 30 hours safety training for every production worker annually. The successful implementation of this goal required the close planning and scheduling of each plant's Production Team, Human Resources Team, and Safety Management Team. The plants achieved the goal in 2020 and exceeded expectations in 2022.

## Measuring and Recording Safety

Though safety training is only one portion of the overall safety programme, we believe the focus on training is one of the main drivers in the reduction of accidents within Jacobi. As measured by the recordable incident and lost time case rates, our rates have decreased since the implementation of our focus on training, and we have reduced and maintained our rates below industry averages.



This graph shows the average annual hours of safety training our Production Personnel receive in a year. Production Personnel include all employees directly involved in the production and processing of activated carbon and resins.



One of the most significant results of our safety focus is the creation of a culture where employees are not reluctant or afraid to report minor incidents when they occur. This means we know that our reporting is accurate and, most importantly, gives us the correct information to work with as we continue to make improvements, thus ensuring the changes we make will be in the necessary areas and help to keep our employees safe.

### How we calculate our Accident Statistics KPI

Rates are reported per 100 full-time time employees and can also be compared to industry averages.

### Recordable Incident Rate

- Mathematical calculation that describes the number of recordable (moderate and severe) incidents per 100 full-time employees over a given year. A recordable incident is considered any accident which requires medical attention beyond basic first aid.
- Industry Average = 1.9 Recordable incidences per 100 employees.

### Lost Time Case Rate

- Mathematical calculation that describes the number of lost time cases (severe) per 100 full-time employees over a given year. A lost time incident is considered any accident which results in the loss of more than one day of work and/or required further medical treatment.
- Industry Average = 0.7 Lost time cases per 100 employees.

### Training Development

Determining what safety training was needed started with an assessment of our employees' level of safety awareness and skill gaps. Department heads identified specific skill needs while our Safety Managers identified common unsafe practices and high-risk working conditions. Together with the help of Human Resources, annual training requirements and schedules were



We engage experts to train our Emergency Response Team Members on emergency preparation which includes basic fire safety, basic first aid, emergency evacuation and several other aspects. This gained a lot of interest with our manual workforce. The programmes allow them to actively engage, learn a skill and develop a clear idea of what to do in case of an emergency. This not only has our people prepared for emergencies, but it has also developed a 'safety first' mindset in them.

planned. Training was not limited to a single method but incorporated several methods to best facilitate learning.

### Tailored Safety Training

Classroom-based training, both virtual and face-to-face, provided a structured environment for in-depth learning, establishing a strong theoretical foundation. Simultaneously, we prioritised on-the-job training for a practical understanding, bridging the gap between theory and reality. Orientation training serves as a foundational block for new team members, acquainting them with safety policies and unique aspects of our work environment. This commitment extends to contract workers, considering them our responsibility for safety.

Beyond structured training, we integrate safety into our culture through daily toolbox talks. These interactive sessions foster open discussions on specific safety topics at the start of a shift, encouraging engagement and knowledge sharing among team members.

### New Training Initiatives

Recognising diverse learning styles within our inclusive workforce, we introduced experiential learning, incorporating role play and gamification. Technical safety programmes like Lock-Out Tag-Out (LOTO) are now facilitated through simulation techniques, ensuring safer execution of high-risk activities.

Jacobi takes safety training seriously. Both the management and our people devote significant time to training and learning and, as a result, our work environment has become safer for all. People make the difference at Jacobi.



Classroom-based training, both virtual and face-to-face, provided a structured environment for in-depth learning, establishing a strong theoretical foundation..



Lock out tag out (LOTO) device being demonstrated during training.



# REPORTING SCOPE 1 & SCOPE 2

# Emissions

**IN OUR COMMITMENT** to environmental sustainability, we recognise the importance of understanding and mitigating our greenhouse gas emissions. Our sustainability report aims to provide transparency regarding our carbon footprint, with a focus on Scope 1 and Scope 2 emissions. Scope 1 emissions encompass direct greenhouse gas emissions from sources that are owned or controlled by the company, while Scope 2 emissions include indirect emissions from the generation of purchased electricity.

## Scope 1 Emissions

Scope 1 emissions for Jacobi Carbons primarily include direct emissions from our manufacturing processes and on-site combustion activities. These emissions are the result of activities within our operational boundaries and are closely monitored to ensure accuracy in reporting. By quantifying these emissions, we can identify opportunities for reduction, enhance operational efficiency, and contribute to the global efforts to mitigate climate change.

### KEY SOURCES OF SCOPE 1 EMISSIONS

#### Manufacturing Processes

Emissions from activated carbon production, spent carbon reactivation, activation, production of resins and other activities within our facilities.

#### On-site Combustion

Emissions from the combustion of fuels for heating, power generation, and other industrial processes.

#### Transportation

Emissions from the transportation of materials within our facilities and employees in owned and contracted vehicles.

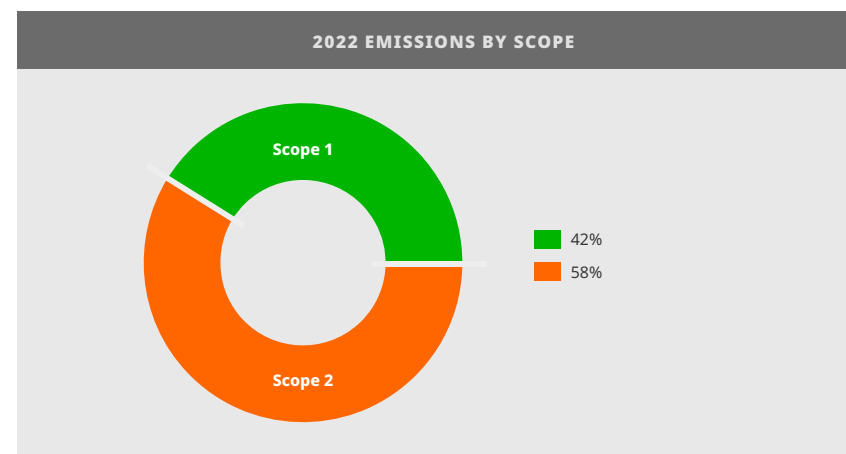
## Scope 2 Emissions

Scope 2 emissions cover indirect greenhouse gas emissions associated with the purchase of electricity consumed by Jacobi Carbons. These emissions are a consequence of energy generation off-site, and understanding them is crucial for assessing the carbon intensity of our energy supply. We actively seek to transition to cleaner energy sources and invest in energy efficient equipment, lighting, and in-house power generation systems to minimise our Scope 2 emissions.

### KEY SOURCES OF SCOPE 2 EMISSION

#### Electricity Consumption

Emissions resulting from the use of grid electricity for our manufacturing processes and physical plant operations. Neither heat nor steam is consumed from external sources as these are generated internally.



# Segmentation

**CALCULATING SCOPE 1 AND SCOPE 2 emissions is a highly intricate task, and accurately reporting them poses significant challenges. To enhance the relevance of the information we share with our customers and stakeholders, we have categorised our business based on the products and services offered by Jacobi Carbons. These categories are as follows:**



## Coconut-Based Activated Carbon Production

Jacobi Carbons operates six activated carbon production facilities. Our primary focus is on coconut-based activated carbon, with a smaller portion of production dedicated to wood-based and coal-based activated carbons.



## Reactivation Services

As part of our continuous drive to recycle spent activated carbon and make sure it's utilised to its maximum potential, we have modern and emission compliant reactivation facilities across Europe. These plants reactivate carbon for both industrial and potable water applications.



## Resin Production

Jacobi has a unique manufacturing footprint in Europe with its own solvent-free resin manufacturing plant in Finland. The plant specialises in the production of resins for applications such as chromatographic separation for the food and pharmaceutical industries amongst others.



## Further Manufactured Products

This category encompasses various post-activation processes applied to our activated carbons. These processes range from simple tasks like resizing products to complex procedures such as the impregnation of activated carbons.



## Global Supply Chain

Due to the diverse needs of our customers for activated carbon and resins, a specialised segment of our global operations is dedicated to effectively procuring high quality and sustainably sourced products. This segment plays a pivotal role in balancing our manufacturing assets and strategic sourcing partners to ensure we deliver tailored solutions while upholding the highest environmental standards in the production and procurement processes.

By structuring our business in these distinct segments, we aim to provide a clearer understanding of our operations, making the information more accessible and valuable for our stakeholders.

## Emissions per Segment and Previous Reduction Efforts

**IN THIS PART** of our report, our goal is to present a detailed analysis of Scope 1 and Scope 2 emissions related to each segment of our business. This comprehensive breakdown is intended to help our customers better understand the environmental impact associated with the products and services we provide.

To start with, Jacobi Carbons' total Scope 1 and Scope 2 emissions limited to 34,637 metric tons of CO<sub>2</sub>-equivalent in 2022. This baseline assessment is based mostly on actual measurements but also involves certain assumptions. It will be further refined as we will enhance our own emission measurements and reduce our reliance on external assumptions.

Next, let's dive into the details of each segment. In order to convey it in a clear and concise manner, the information will be provided in a tabular form. Note, the values shared are reported in kg CO<sub>2</sub>-eq per kg.

Jacobi Groups'  
total Scope 1 *and* Scope 2  
emissions limited  
to 34,637 metric tons of  
CO<sub>2</sub>-equivalent  
in 2022



# Coconut-Based Activated Carbon Production

**JACOBI CARBONS OPERATES** six activated carbon production facilities strategically situated in four distinct countries. These locations were carefully selected to guarantee a secure supply chain, safeguarding against regional shortages of raw materials, labour scarcities, political instability, and currency fluctuations, among other factors. Our coconut-based activated carbon production plants collectively produce over 80,000 metric tons of activated carbon per year, ensuring a consistent and reliable output to meet market demands.

KG CO <sub>2</sub> -EQ PER KG ACTIVATED CARBON			
	Scope 1	Scope 2	Scope 1 and 2
<b>GWP100-Total</b>	<b>0.03</b>	<b>0.20</b>	<b>0.23</b>
Biogenic Emissions	4.01	0.00	4.01
<b>Total + Biogenic Emissions</b>	<b>4.04</b>	<b>0.20</b>	<b>4.24</b>

## Reducing the Impact

As will be shown with all of our segments, the majority of our emissions come from consumed electricity. The low emissions from Scope 1 are the result of the activation of coconut shell-based raw material and the methodically controlled activation processes which ensures the full combustion of volatile compounds which otherwise would contribute to global warming, this assumption needs to be confirmed by actual measurements.

## Scope 1 Improvements

The pursuit of a low Scope 1 emission began over a decade ago when Jacobi constructed its first coconut-based activated carbon plant in Sri Lanka. In the past, GHGs and Scope 1 emissions were not a focus of manufacturers, but Jacobi recognised it was not sensible to manufacture a green product that required the consumption of diesel to produce. Therefore, the activation process was designed to reduce and eventually eliminate the use of diesel as a source of heat for the activation process. The design focused on the complete combustion of synthesis gases and the recovery of heat to generate the large amount of steam necessary to drive the activation process. It is estimated the recovery of the waste heat from our processes eliminated the consumption of diesel between 1,500 litres to 2,500 litres per day per kiln. The result being an avoidance of fossil-based greenhouse gas emissions when producing approximately 0.87 kg CO<sub>2</sub>-eq per kg of coconut-based activated carbon.

## Scope 2 Improvements

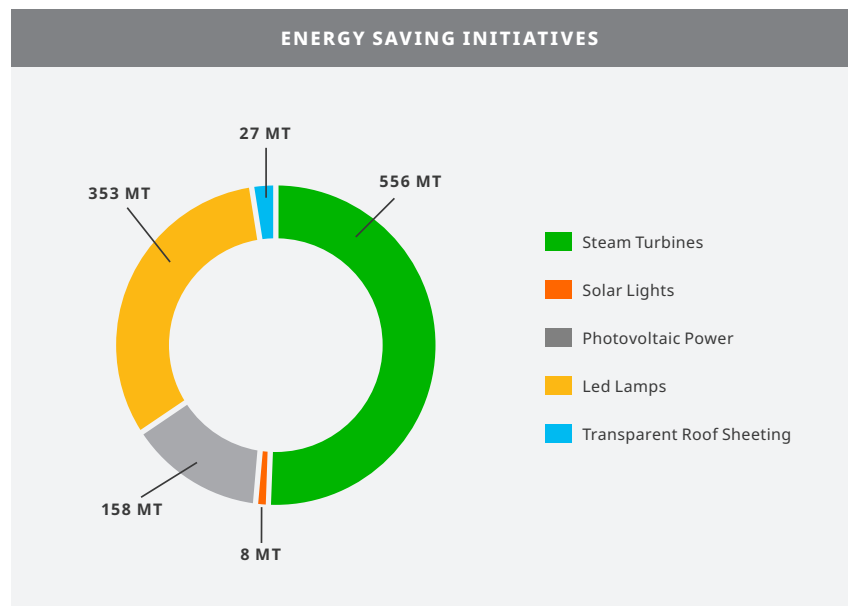
Our efforts to reduce our Scope 2 emissions started several years ago. Our Asian production division has proactively undertaken initiatives to minimise emissions through various projects which reduces our need to purchase electricity. These efforts involve harnessing waste heat from upgraded boilers using steam turbines, implementing solar-powered lighting systems, generating on-site electricity through photovoltaic panels, transitioning to energy-efficient LED lights as well as moving to electric forklift trucks and installing transparent roof sheeting. These initiatives have already effectively reduced our electricity consumption from the grid by 7.9%, reducing CO<sub>2</sub>-eq emissions by 1,100 MT per year.

Over the past five years, Jacobi has developed clean technology to process coconut shells into charcoal in an environmentally friendly and competitive way. We have shared information on this development in recent publications but have provided a brief explanation here too. The conversion of coconut shells to charcoal, the feedstock to activated carbon production, generates considerable heat and this heat currently escapes to the atmosphere. CleanTech captures the heat from the carbonisation process and this heat can be used to generate green power through the use of turbines. Jacobi's goal over the next decade is to make our technology available to the industry and advance the coconut charcoal production process to produce electricity in combination with a higher purity and more consistent charcoal.

The conversion of the coconut charcoal industry to the CleanTech is expected to be slow at first but increase rapidly as the technology is demonstrated regionally and our strategic suppliers adopt the technology for their own use. This technology offers a win-win solution, the generation of electricity from a renewable resource and superior quality charcoal.

Internally at Jacobi's activated carbon production facilities, the CleanTech technology will be used to generate green power which will reduce our electricity demand from the grid, thus reducing our Scope 2 emissions. It will also reduce our Scope 3 emissions as the charcoal produced will cover around 10% of our total charcoal consumption.

We will continue our focus on procuring renewable energy sources and improving energy efficiency to minimise our Scope 2 emissions. Jacobi Carbons is committed to setting emission reduction targets, tracking progress, and engaging with suppliers, employees, and stakeholders to foster a low-carbon future.



Total MT of CO<sub>2</sub>-eq avoided annually by energy saving initiative.



JCB Phoenix – Our first CleanTech demonstration site.



# Reactivation Services

**OUR EUROPEAN CUSTOMERS** can benefit from our comprehensive range of services, including reactivation services. These services cater to both industrial and potable water treatment solutions, incorporating activated carbon as either part or the entirety of the treatment process.

Concerning emissions, it is important to note that Scope 1 emissions associated with the reactivation of spent carbon are comparatively higher than the activation of coconut charcoal to produce virgin coconut-based activated carbon. This difference arises because reactivation services are utilised for both coal-based and coconut-based spent carbon. Reactivating coal-based activated carbons releases fossil-based carbon, initially stored as coal, back into the atmosphere as CO<sub>2</sub>. In contrast, the carbon dioxide emitted during the reactivation of coconut-based carbons is biogenic in nature. Furthermore, Scope 1 emissions encompass the CO<sub>2</sub> released from the use of natural gas, serving as the heating source during the reactivation process.

KG CO <sub>2</sub> -EQ PER KG OF REACTIVATED CARBON			
	Scope 1	Scope 2	Scope 1 and 2
<b>GWP100-Total</b>	<b>0.47</b>	<b>0.07</b>	<b>0.55</b>
Biogenic Emissions	0.30	0.00	0.30
<b>Total + Biogenic Emissions</b>	<b>0.77</b>	<b>0.07</b>	<b>0.85</b>

This information provides a nuanced understanding of the environmental implications associated with our reactivation services, aligning with our commitment to transparency and sustainability.

## Reducing the Impact

Following the footsteps of our Asian production division, our European Reactivation Services have proactively engaged in emission reduction initiatives. Recent efforts include:

### 1. HEAT RECOVERY FOR PROCESS WATER

Implementing heat recovery systems that capture heat from compressors to warm water (up to 40°C) used in production, replacing the previous method of using a boiler and natural gas for water heating.

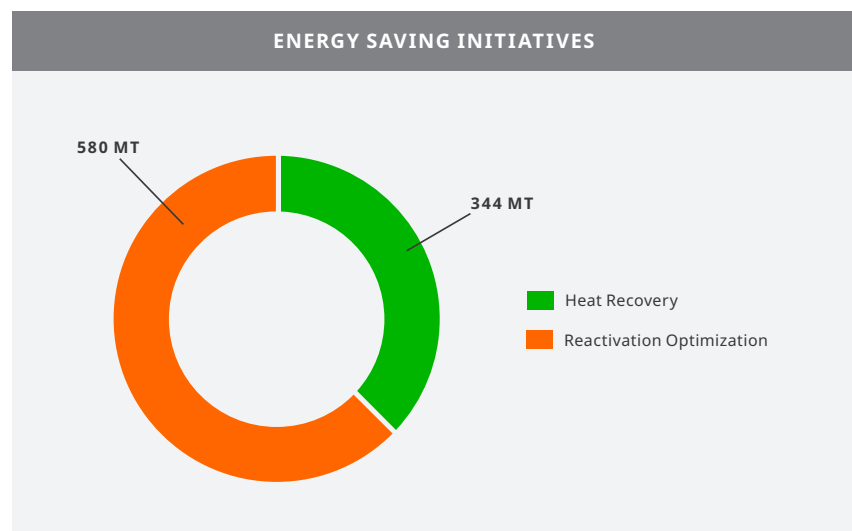
### 2. UTILISING WASTE HEAT FOR OFFICE HEATING

Redirecting waste heat from new compressors to warm office spaces, reducing overall energy consumption. This project not only optimised existing heating systems but also extended warmth to additional areas, enhancing the working conditions for employees without increasing electricity consumption.

### 3. REACTIVATION PROCESS OPTIMISATION

Our Premnitz, Germany, plant undertook a significant challenge by optimising their reactivation process. This involved meticulous monitoring of all energy inputs in reactivation and upgrading burners. Precise monitoring of gas and electricity, coupled with improved burners, resulted in a substantial reduction in energy consumption.

These combined efforts led to a remarkable outcome: a reduction of 924 metric tons in CO<sub>2</sub>-equivalent emissions per year, marking a 3.7% decrease in their total emissions. These initiatives not only showcase our dedication to environmental sustainability but also create a positive impact on our workforce and operational efficiency.



Metric tons in CO<sub>2</sub>-equivalent emissions per year.

## Resin Production

**SITUATED IN KOTKA, Finland**, our resin production plant proudly manufactures resins marketed under the Finex brand name and stands as one of Jacobi's latest additions to our expanding production capacity. In the three years since its acquisition, Jacobi has made substantial investments to enhance operational efficiency, safety, and energy conservation at this state-of-the-art facility. The Scope 1 and Scope 2 GHGs are relatively low for this energy intensive process. A benefit of production in Finland is being able to source electricity from low CO<sub>2</sub>-emission sources as power generation from natural gas and coal is only 13%.

KG CO <sub>2</sub> -EQ PER KG OF ION EXCHANGE RESINS			
	Scope 1	Scope 2	Scope 1 and 2
<b>GWP100-Total</b>	<b>0.17</b>	<b>0.33</b>	<b>0.50</b>
Biogenic Emissions	0.00	0.00	0.00
<b>Total + Biogenic Emissions</b>	<b>0.17</b>	<b>0.35</b>	<b>0.450</b>

### Reducing the Impact

Our commitment to sustainability is evidenced through a series of initiatives focused on operational improvement and significant energy savings. Here are the key projects implemented:

#### 1. HEAT RECOVERY FROM WASH WATERS

The introduction of heat recovery systems in our washing processes has delivered a noteworthy reduction in electricity demand, specifically saving 160 megawatt-hours (MWh) annually.

### 2. OPTIMISATION OF RESIN WASHING

A comprehensive review of the resin washing process uncovered opportunities for enhancement. Through meticulous optimisation, we achieved an impressive 65% reduction in water consumption for resin washing.

### 3. LED LIGHTING

In alignment with the global imperative to reduce greenhouse gas emissions, our resin production plant transitioned to energy-efficient LED lighting. This strategic shift resulted in a substantial annual reduction of 311,000 kilowatt-hours (kWh) in electricity consumption.

The collective impact of these initiatives culminated in an overall energy consumption reduction of 13.1%, equivalent to an annual decrease of 69 metric tons of carbon dioxide equivalent (CO<sub>2</sub>-eq). These achievements underscore our unwavering dedication to sustainability, operational excellence, and the realisation of a sustainable future.



## Further Manufactured Products

**OUR FURTHER MANUFACTURED** products encompass a range of post-activation value-added processes applied to activated carbons. These processes include resizing products and implementing complex impregnations for carbons utilised in cleanrooms and respirators. Similar to our other segments, excluding reactivation, the primary contributor to our greenhouse gas emissions is Scope 2 emissions stemming from electricity consumption.

KG CO <sub>2</sub> -EQ PER KG OF FURTHER MANUFACTURED CARBON			
	Scope 1	Scope 2	Scope 1 and 2
<b>GWP100-Fossil</b>	<b>0.02</b>	<b>0.16</b>	<b>0.18</b>
Biogenic Emissions	0.00	0.00	0.00
<b>Total + Biogenic Emissions</b>	<b>0.02</b>	<b>0.16</b>	<b>0.18</b>

### Reducing the Impact

In our ongoing commitment to minimise environmental impact, several initiatives have been implemented, with a notable focus on reducing electricity consumption. One significant endeavour involved transitioning from conventional lighting to energy-efficient LED technology. This strategic shift resulted in a noteworthy 9.5% reduction in our electricity demand, translating to an annual decrease of 49 metric tons of CO<sub>2</sub> equivalent in greenhouse gas emissions. This accomplishment reflects our dedication to sustainable practices across our further manufactured product segment and reinforces our commitment to environmental stewardship.



## Global Supply Chain

**OUR GLOBAL SUPPLY** chain plays a pivotal role in enhancing our product portfolio, ensuring that our offerings in activated carbon and resins cater to the diverse needs of our customers. With a dedicated focus on sourcing additional products, our supply chain team works diligently to meet these requirements effectively and efficiently. It is noteworthy that the greenhouse gas emissions from this segment remain relatively low, reflecting our commitment to sustainable practices. This dedication not only helps us provide high-quality products and services but also underscores our responsibility towards the environment and our customers. By maintaining minimal greenhouse gas emissions, we continue to support our customers' needs while prioritising our environmental responsibilities.

KG CO <sub>2</sub> -EQ PER KG OF FURTHER BLOBAL SUPPLY CHAIN			
	Scope 1	Scope 2	Scope 1 and 2
GWP100-Fossil	0.00	0.03	0.03
Biogenic Emissions	0.00	0.00	0.00
<b>Total + Biogenic Emissions</b>	<b>0.00</b>	<b>0.03</b>	<b>0.03</b>

### Reducing the Impact

Despite the already low greenhouse gas emissions from this segment, we remain proactive in our approach to sustainability. A recent initiative involved transitioning the lighting in our production and warehouse areas to energy-efficient LED lights. This simple yet impactful change led to a 5.8% reduction in energy consumption, equivalent to lowering our CO<sub>2</sub>-eq emissions by 11 metric tons annually. Our commitment to reducing our environmental footprint goes hand in hand with our dedication to meeting customer demands responsibly.





## Scope 3 – Today and Tomorrow

**FOR SCOPE 3, GWP IMPROVEMENT,** we need our customers and suppliers. The largest potential is seen in our supply base. Jacobi has developed CleanTech for carbonisation of coconut shell that minimises GHG emissions. Jacobi's strategy is to convert the carbonisation industry across Asia into a sustainable industry. This is going to be a large effort and will take time. Jacobi aims to convert the charcoal industry into a sustainable industry during the coming 10 years.

The GO GREEN initiative will motivate customers to switch from coal to coconut shell, wood or other renewable products where technically possible. Examples in motion are the use of coconut shell AC in municipal drinking water, either 100% or in a hybrid with coal-based products and coconut shell-based pellets replacing coal-based pellets. Many more innovations to come!

### **Reducing The Impact: All Scopes – the Go Green initiative**

Since setting out on our sustainability journey, we have been constantly looking at ways to minimise our impact and lower our GWP as a company. In the previous pages you've seen our benchmark data for 2022 and the improvements that have already been made, but it doesn't stop there, we work to continually reduce our impact across all three scopes.

Our drive is captured in our GO GREEN initiative, an effort across all three scopes to reduce our GWP.

As you know, Jacobi has developed CleanTech technology to turn coconut shell into charcoal in a competitive way. The heat generated to carbonise can be used to generate green power through the use of turbines. In order to create local showcases in all the countries where we supply activated carbon, we



want to have limited carbonisation capacity to show our strategic suppliers and convince them to start using CleanTech.

The in-house carbonisers will be used to generate green power and will have a positive impact on Scope 2 GHG emissions because it will replace fossil fuel-based energy. As it will cover around 10% of our total charcoal consumption, it will reduce Scope 3 GHG emissions too. In addition, excess heat during activation will be used to generate green power (through turbines). We will also install solar panels in all our sites aiming to become energy self-sufficient overall.

The GO GREEN initiative will also motivate customers to switch from coal to coconut shell, wood, or other renewable products where technically possible. Going forward, you will see more and more product launches reducing the GWP of products currently being used.

### **Ion Exchange Resins**

As you have seen in the report, our Scope 1 and 2 initiatives are paying off already. Due to the raw materials currently being used commercially, our Scope 3 challenge is the largest.

In this frame, we are planning to launch new Ion Exchange Resins with a lower GWP. During 2024, we plan to launch a new Weak Acid Cation (WAC) that has a lower GWP than the current WAC we sell. Longer term, we aim to launch a WAC that is renewable. A lot of work still needs to be done, but our ultimate goal will be to launch a renewable range of Ion Exchange Resins that will change the industry and reduce its GWP significantly.

Stay tuned for more.

A top-down view of several hands of different skin tones stacked in a circle, symbolizing unity and teamwork. The hands are positioned in a way that they appear to be supporting each other. The background is a solid, warm orange color. The word "PEOPLE" is written in a white, sans-serif font across the center of the image, overlaid on the hands.

PEOPLE

# Community Engagement Programmes

**JACOBI GROUP IS A** global company operating in several parts of the world. We consider it our responsibility and privilege to be able to support communities living in the areas where we operate, not only our employees. As a part of our Corporate Social Responsibility initiative, throughout the year, carefully chosen engagement programmes are conducted across the company with the aim of building strong communities. They can help to make a genuinely positive difference by addressing important social and environmental challenges, including education, sports development, health, local community infrastructure, environment & climate change.

This section of our report details some of the recent programmes that have taken place across the various divisions of Jacobi.

## Jacobi Group – France

Jacobi France recently launched the YES (Young Employees for Sustainability) initiative, through which various community engagement programmes that address UNSDG goals in collaboration with non-governmental organisations are conducted. The YES initiative is a prime example of how companies can leverage their resources and expertise to make a positive impact on society. It helps to empower young people to become agents of change in their communities, while addressing important issues.

The YES project is also actively engaged in encouraging physical activity amongst both our employees and the wider community. The project has arranged sports matches with other companies within the locality which received an incredibly positive response. A number of our employees, along with their families, recently participated in a 10km run to raise funds and awareness for breast cancer research.



Sports event with neighboring community.



Running against breast cancer.



Enhancing the awareness of physical fitness through cycling.

## Jacobi Group – Sri Lanka

In celebration of their 18th anniversary, Jacobi Carbons Sri Lanka organised a medical camp for the less privileged members of the community. The medical camp helped over 300 community members. The primary objectives were to:

- Extend healthcare support
- Promote health equality
- Raise awareness about the importance of regular health check-ups and early detection of health concerns

The Jacobi Sri Lanka team engaged 10 experienced doctors who generously volunteered their time and expertise to provide high quality screenings and personalised consultations for the attendees. This included:

- Eye testing
- Blood sugar testing
- Cholesterol testing
- BMI and blood pressure testing
- Identification of other medical issues

The screenings played a crucial role in identifying potential health concerns and facilitating necessary referrals for further evaluation or treatment. The impact of the medical camp was significant, enabling participants to seek appropriate treatments and take proactive steps toward better health. The event not only addressed the immediate healthcare needs of the community but also raised awareness about the importance of prioritising one's well-being. In addition to the medical camp, Jacobi Carbons Lanka delivered necessary vision screenings to the attendees. Jacobi Group is committed to future initiatives that promote the well-being and equity of their community with the aim of creating a positive change and improving the lives of those who need it the most.



The entire team of employees from Jacobi Carbons Lanka and the doctors organizing the medical camp.



General Public from Local Community gather voluntarily to be tested for their physical condition.



Our employees providing utmost support in organizing the event.



Professional medical examinations.



Vision examinations.

### Jacobi Group – India, Coimbatore

Recently the team at Jacobi India learned that the villagers of the local community were struggling to access clean drinking water. They were travelling one kilometre to fetch water, and more than 100 people in the remote village did not have access to clean drinking water.

The team believed that they could help, so as a part of community engagement programme under local community infrastructure development, we built a 15,000 litre capacity water tank in the village. This tank now provides villagers with easy access to clean drinking water, eliminating the need to travel long distances or wait for water.



Opening ceremony of the water tank facility by our CTO to enhance the local community infrastructure.

### Jacobi Group – India, Tirunelveli

In support of our community engagement programme, Jacobi India in Tirunelveli recently donated pavement blocks to cover approximately one acre of a local school campus. This donation was made in response to the need for a safer and cleaner environment for students during the rainy season, when rainwater would pool inside the campus, creating a muddy, slippery, and dangerous environment.

Following the donation, it is now easier and safer for everyone to move around the campus during the rainy season, in turn helping the students to focus on their studies and achieve their academic goals.



Opening Ceremony for a renovated provisions in a school by our CEO.

**Jacobi Group - Philippines**

Jacobi in the Philippines organised a medical mission for senior citizens in Barangay Tambobong, Villanueva Misamis Oriental, Philippines, in January 2023. The mission provided a variety of essential services to the participants, including free check-ups, medicines, and a sack of rice. The attendees were grateful for the opportunity to receive these services, and they expressed their sincere appreciation to the Jacobi staff and personnel who made the programme possible.



Medical Examinations organized by Jacobi to the local community.

**Jacobi Group – Sri Lanka**

In support of local healthcare, our Sri Lanka team donated hospital supplies to Walasmulla Base Hospital and upgraded the surgical ward with new tiling and ceiling fans. Improvements to the hospital infrastructure enhance the patient experience, promote well-being, and potentially aid recovery. They also improve working conditions for staff which is crucial for quality care.

We also donated a complete wall mounted oxygen system, renovated the ICU building, installed air-conditioning in the hospital intensive care unit, supplied furniture and equipment, and contributed construction materials for intensive care unit ward improvements. Properly furnished and equipped hospitals are essential for effective medical care and these contributions play a vital role in this.

INDICATOR						
Year	2018	2019	2020	2021	2022	2023
Numbers of Beds	166	170	177	180	190	209
Beds occupancy rate	44.2%	61.43%	86%	67%	88.5%	100%
Numbers of admissions	15,888	18,491	19,765	16,637	21,987	13,331
OPD attendance	124,308	143,159	92,252	55,165	115,145	59,426

Source: Base Hospital Stat. data

In September 2023, our team in Sri Lanka along with management members handed over the surgical ward to the hospital in a ceremony marking a significant project which positively impacted healthcare services. This handover celebrated the collaboration between Asian Management, the local sites contributions, and the dedication of healthcare professionals and the community to enhancing healthcare infrastructure for improved patient care.

The ICU plays a crucial role in safeguarding both local patients and the broader Sri Lankan population by offering critical care services within easy reach. It provides vital support to patients with immediate critical health conditions, eliminating the need for them to travel long distances to access intensive care.



Opening ceremony of renovated hospital enhancing local community infrastructure for health requirements.

### Jacobi Group – Americas

The US team was approached by a community centre requesting clothing donations for their clients. The team quickly responded and organised a clothing donation drive.

The clothing drive was a success, with a large volume collected. The donated clothing was then sorted and organised by the team, who worked together to ensure that it was all in good condition and appropriate for the needs of the community centre's clients. The donated clothing was delivered to the community centre, where it was distributed. The clients were grateful for the donations, which met a critical need in their community.

The clothing donation drive had a positive impact on this community in a number of ways. Firstly, it provided much-needed clothing for people who were in need and, secondly, it raised awareness of the community centre's work and the needs of its clients. Finally, it brought the community together to support a common cause.



Donation of clothing for the needy.

### Jacobi Group – Vietnam

Our Vietnam team, through their meticulous assessment of the local community's requirements, has undertaken a comprehensive initiative to support the local community's infrastructure. One of the pivotal aspects of this endeavour involves the installation of street lighting facilities throughout the community, significantly improving safety for the local residents.

As part of their commitment to the betterment of the community, the team has also undertaken the refurbishment of bathroom facilities in a nearby primary school. This initiative has not only resulted in a substantial improvement in hygiene standards but has also contributed to creating a more conducive environment for the future generation of Vietnam.



Give gifts for elderly people in Quoi Son commune sv



Book donation for schools



Installation of street lights



Donation of blood pressure monitors to community



Toilet repair for Giao Long primary school



### Jacobi Group – China

At Jacobi we firmly believe in active participation towards the enhancement of societal development. Our team from China visited a nearby tourist destination and took part in cleaning the clutter activity, thereby enhancing the environmental wellbeing of the community. In this community engagement program, we believe in voluntary act of participation is itself the improvement for a better tomorrow.



Clearing the Clutter at Foot Hills in China

## People Development

With People as one of our core pillars, our people are first and foremost assets. Recently we conducted an employee engagement survey, and the results were very promising, showing a good level of employee engagement. However, amongst the positives, we also identified that the ‘Expecting to be Promoted in the Near Future’ point was relatively low. We worked on this and enhanced our internal recruitment. We opened 14 positions in one year and by recruiting internally to move people into the new positions, we were then able to fill these people’s original positions by promoting a further 14 people into them. This ensures a chain of career progression internally as people are promoted from one position to another. Since promoting a talent from within opens up a new opportunity for the talents in the succession pipeline, more opportunities are provided at different levels of the company. It is also positive for the management who are able to learn more about our people. Today our talent development programmes are more active than ever before.

## Enhancing Gender Diversity

Being a global organisation, Jacobi Group is naturally very diverse in terms of ethnicity, age, gender and other characteristics. We ensure our policies are developed not only to enhance diversity, but also to engage the diverse workforce to embrace an inclusive work culture. Having nearly 23 different nationalities engaged in our organisation, we embrace differences and ensure everyone’s opinions are considered. For instance, looking at gender diversity, our female workforce is significantly increasing. We can see a 60% increase in female employees since 2014 alone, and we continue to expand our female workforce across all areas of the business.



## “Future aspirations”

Jacobi is aiming to be the most sustainable company in our industry. Our future actions will be centered around achieving this goal. We will be continuously improving and making sure we are compliant.

This report shows the situation in 2022. In the coming reports, we will share the improvements made over time and the impact it has on our safety performance, the engagement level of our people and our community engagement, and the reduction of Jacobi’s GWP.

Our sustainability journey is broader than this. We also continuously improve our innovation level, our security of supply and our quality performance. We believe that these 8 elements are key to making us the most sustainable supplier retaining our customers and broadening our customer base with new customers who value our proposition.

Based on customer demands, we have also embarked on working with Ecovadis. We are aiming to share all our policies and activities around sustainability with Ecovadis and to apply for certification.

Next to our own vision, we see a trend of increased requirements from governing bodies and authorities, such as CSRD by the EU. Our sustainability efforts anticipate these new rules and regulations and will ensure timely compliance.

Join our Journey!



# JACOBI

## GROUP

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