



## **2024 Annual Sustainability Report**

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## Letter from the CEO

As we reflect on fiscal year 2024, we are proud of the strides 3V Sigma USA has made in driving sustainable growth, operational excellence, and environmental responsibility. Our commitment to environmental sustainability, customer health and safety, and corporate governance remains a top priority for the Company.

This report integrates our annual performance metrics with our long-term sustainability objectives, emphasizing our commitment to growth that is both responsible and reliable. Over the past year, we have prioritized building more resilient systems, ensuring consistent performance and dependability across every aspect of our business. Our efforts to reduce air pollution have yielded measurable progress, as we continue to invest in cleaner technologies and more efficient processes. We remain equally dedicated to maintaining a safe and healthy environment for both our employees and our customers. Backed by the trust of our stakeholders, we are confident in our ability to deliver reliable results while advancing our environmental and social responsibilities.

Thank you for your trust and partnership.

Sincerely,

Paul Seccomandi  
Chief Executive Officer

## Who We Are

3V Sigma USA is a world-leading producer of specialty chemicals, ranging from synthetic polymers to organic chemistry molecules. With approximately 100 employees and manufacturing facilities located in the United States (Georgetown, SC), we leverage deep expertise in chemistry, chemical processes, and market applications to develop and produce high-performance chemicals.

Our modern and fully equipped R&D department includes Synthesis and Technology facilities, Application Testing Centers, and Analytical and Quality Control Laboratories. We have dedicated significant efforts and investments towards research and development, not only to enhance existing chemistries and processes but also to develop innovative and unique products. This commitment has enabled us to enter new markets with proprietary products and know-how, ensuring stable and strong growth.

Our proprietary technologies, customer support, consistent quality, and continuous focus on innovation set us apart from our competitors.

## Our Mission

Driven by integrity and extensive technical knowledge, 3V Sigma USA consistently delivers comprehensive quality, solutions, and services to our industry partners. We help chemical research and development professionals overcome technical challenges, secure a trusted long-term partner, and achieve proven results through our innovative approach.

## Our Values

**Quality:** We deliver on quality through every touch point of our business. We are committed to delivering a quality experience beyond just the products we sell. Every department focuses on the importance of quality and it is emphasized in everything we do.

**Safety:** We protect what matters most—our people, our partners, and our future. Safety is not a checklist; it's a mindset. From our labs to our logistics, we build safety into every process, every decision, every day. We lead with care, act with responsibility, and never compromise when it comes to well-being.

**Growth:** We are dedicated to meeting the needs of our current and future customers by always moving forward. We listen and adapt to a never-changing world through innovation & diversification. Every decision we make supports growth within the company.

**Culture:** Our culture is built on integrity, communication & teamwork. Without the team, there would be no business. We have very talented & capable people in key positions. We motivate our team, we encourage success, and we celebrate hard work.

**Drive:** Everyone is an entrepreneur. We don't give up. We drive forward through everything to find a solution. We're bold and sometimes a little crazy but we are smart about the risks that we take.

## Our Legacy & Commitment

Founded as a family company, 3V Sigma USA remains family-owned and operated, a tradition we intend to uphold for generations to come. The same entrepreneurial spirit that built our first single-reactor plant continues to drive us forward every day. With a team-oriented mentality, we encourage one another to push boundaries, grow, and improve continuously.

We are committed to delivering a quality experience beyond just the products we sell. By staying attuned to the needs of our customers and adapting to an ever-changing world, we ensure our ongoing success through innovation and diversification. Our promise is to move forward, listen, and evolve—always striving for better solutions and a better world.

## Our Commitment to Sustainability

Sustainability is integral to everything we do at 3V Sigma USA. We believe that growth should not come at the expense of the planet or people. Our sustainability strategy focuses on the following pillars:

- **Environmental Stewardship:** Minimizing emissions, conserving resources, and supporting environmental initiatives.
- **Product Lifecycle Sustainability:** Designing products for sustainability and circularity.
- **Health, Safety, and Community Engagement:** Prioritizing customer health and safety, employee well-being, and community involvement.

## Environmental Stewardship and Services

Our commitment to environmental stewardship extends beyond regulatory compliance. Through environmental advocacy, partnerships, and green initiatives, we actively reduce our environmental footprint and advocate for sustainable practices across the industry.

- **Environmental Advocacy:** 3V Sigma USA is engaged in policy development and supports global sustainability initiatives that align with our values and vision.

## Customer Health and Safety

We place great emphasis on customer health and safety, ensuring that our products are safe to use and contribute positively to the environments in which they are applied.

- **Product Safety:** All our products undergo rigorous testing to ensure compliance with health and safety standards, including OSHA and EPA regulations.
- **Safe Product Use:** We provide comprehensive safety guidelines and ensure that our customers understand how to use our products safely.

## Sustainable Product Lifecycle: End of Life and Use

Our products are designed to minimize environmental impact from production to disposal.

- **End-of-Life Management:** We encourage the recycling and responsible disposal of products, ensuring that waste is minimized at every stage.
- **Product Use:** Our products are engineered to enhance energy efficiency, minimizing their environmental impact throughout customer use. We take great pride in UVASORB COMPLETE, RAPIDGEL EZ1/EZ2, and EMULSIDERM MPN, which enable manufacturers to produce sunscreens, lotions, and creams without the need for heat—reducing energy consumption. Additionally, our HALS and UV product lines play a crucial role in sustainability

by providing UV protection for roofing, geomembranes, and greenhouse films, extending product lifespan and reducing material waste.

## Materials, Chemicals, and Waste Management

We manage materials, chemicals, and waste with a focus on minimizing harmful impacts.

- **Sustainable Materials:** We are committed to minimizing waste by promoting recycling and responsible product disposal at every stage. Our Sensoderm line is predominantly 100% natural and biodegradable, meeting ISO 16128 NOI standards. Additionally, we offer a range of 100% biodegradable products, including RAPIDGEL, RAPIDRILL, Naturederm, Naturefix, Naturegel, Emulsiderm, and Activederm. Many of the raw materials used in these product lines are sourced from renewable resources, with some carrying RSPO certification, reinforcing our dedication to sustainable and responsible sourcing.
- **Waste Reduction:** We have successfully reduced waste by 10% this year and remain committed to waste diversion, recycling, and reuse initiatives. In line with our sustainability efforts, 3V Sigma USA has joined a statewide program to recover used oil for energy, reducing reliance on coal. This initiative not only lowers environmental impact but also enhances energy efficiency, helping to generate cleaner electricity for the citizens of South Carolina.

## Air Pollution Control and Reduction

We are committed to reducing air pollution through enhanced emissions management and stricter Leak Detection and Repair (LDAR) protocols. Our proactive approach includes:

- **Fugitive Emissions Control:** We have upgraded our leak monitoring systems, increasing the frequency of inspections and lowering detection thresholds to identify and address leaks more effectively.
- **Process Improvements:** By optimizing our vapor recovery system, we have improved efficiency and reduced emissions by over 60%, significantly minimizing environmental impact.

## Water Management

We manage water resources to minimize usage and impact.

- **Water Efficiency:** We have made significant strides in water efficiency and conservation by enhancing facility plumbing, upgrading equipment, implementing proactive leak detection, and optimizing water treatment in utility systems. Additionally, we have incorporated stormwater reuse, blowdown water recovery, and other innovative strategies to minimize overall water consumption. As a result of these efforts, we have successfully reduced our water usage by 15%, reinforcing our commitment to sustainable resource management.

- **Water Quality:** Our biological wastewater treatment facility supports sustainability by using natural processes to reduce pollution, conserve water, and minimize chemical use. By treating wastewater for safe discharge or reuse, recovering valuable nutrients, and lowering energy consumption, we help protect ecosystems and reduce our environmental footprint. This commitment ensures cleaner water, reduced emissions, and a more sustainable future.

## Energy Consumption and GHG Emissions

Reducing energy consumption and greenhouse gas emissions (GHG) are central to our sustainability goals.

- **Energy Efficiency:** We have developed a five-year utility improvement strategy focused on enhancing energy efficiency and reducing the overall utility demand required to support production. By optimizing systems, upgrading aging infrastructure, and implementing smarter energy management practices, we aim to lower our operational footprint while maintaining reliable support for manufacturing.
- **Carbon Neutrality:** While we are just beginning this journey, we are constantly optimizing and developing strategies that will greatly affect our carbon footprint. All lights are being converted to LEDs, new green HVAC systems are being installed, and our preventive maintenance teams are working daily to reduce our utility usage.

## Reliability Excellence

Reliability is central to our operational philosophy, ensuring that products meet the highest quality standards while maintaining efficiency.

- **Operational Efficiency:** Reliability has become a major focus, directly contributing to our sustainability efforts. By implementing precision alignment, we are reducing equipment strain, amp draw, and overall energy consumption. Additionally, our proactive approach to leak detection and repair is minimizing utility waste and hazardous air pollutants (HAPs). By enhancing equipment performance and longevity, we are also reducing maintenance needs and part replacements, leading to less waste and lower resource consumption.
- **Utility Reliability:** We are committed to improving reliability and efficiency across our utility systems to drive sustainability. By enhancing condensate return for boilers through steam trap upgrades and improved piping maintenance, we are reducing water and energy waste. Upgraded burner drive components are improving emissions and fuel efficiency, while better water treatment is minimizing piping degradation and extending equipment life. Our air leak surveys help lower compressor loads, and infrared testing identifies power inefficiencies before they escalate. Additionally, our quarterly preventive maintenance program ensures that major utility systems operate at peak efficiency, reducing waste, energy consumption, and environmental impact. Through these initiatives, we are making our operations more sustainable, reliable, and resource-efficient.

## Health, Safety, and Risk Management

This year, we have made significant strides in strengthening our safety culture by focusing on proactive hazard assessments, enhanced training, and increased auditing to close gaps and drive continuous improvement.

We have refined our safety processes to ensure a more thorough and effective approach to identifying and mitigating risks. By expanding training programs for employees at all levels, we are fostering a workforce that is better equipped, more informed, and actively engaged in maintaining a safe work environment. Additionally, our increased auditing efforts have helped us identify and address potential gaps more efficiently, reinforcing our commitment to accountability and continuous improvement.

Safety remains our top priority, and these initiatives reflect our dedication to ensuring that every employee goes home safe each day. As we move forward, we will continue to build on these improvements, strengthen our safety culture, and set new standards for operational excellence.

## Corporate Governance

At 3V Sigma USA, we adhere to the highest standards of corporate governance to maintain trust and transparency with our stakeholders.

- **Board Leadership:** Our Board of Directors is composed of experienced professionals who provide oversight and strategic direction, ensuring that we act in the best interests of all stakeholders.
- **Ethical Business Practices:** We maintain a robust compliance program that aligns with industry standards and regulatory requirements to ensure ethical behavior and accountability across all areas of the business.

## Employee Wellbeing and Diversity

We continue to foster an inclusive work environment, ensuring the wellbeing and development of our employees.

- **Diversity and Inclusion:** In FY 2024, we remained focused on hiring the most qualified candidates for each role while continuing to see an increase in diversity hiring.
- **Employee Wellness:** We remain committed to encouraging employee participation in our wellness program. By actively supporting their involvement, we aim to promote long-term health and well-being.

## Supplier Sustainability

At 3V Sigma USA, we understand that our commitment to sustainability extends across our entire value chain. We work closely with our suppliers to promote practices that support our environmental, social, and governance goals.

- **Shared Values:** We seek to collaborate with suppliers who align with our principles of ethical business conduct, environmental stewardship, and continuous improvement.
- **Ongoing Engagement:** We maintain open communication with our suppliers to support alignment with our standards and to foster long-term, mutually beneficial partnerships.

Through responsible supplier engagement, we aim to support a more sustainable and resilient supply chain that contributes to our overall business and environmental objectives.

## Outlook and Goals for the Future

As we look ahead, 3V Sigma USA remains committed to growth, innovation, and sustainability.

- **Carbon Neutrality:** We aim to continue reductions in GHG emissions and a focus on renewable energy.
- **Sustainable Products:** By 2040, we aim to increase the share of sustainable and eco-efficient products in our portfolio, aligning with evolving environmental priorities and customer expectations.
- **Operational Excellence:** We will continue to optimize our operations, focusing on energy efficiency, waste reduction, and improving product reliability.

## Conclusion

As we close the chapter on 2024, we reaffirm that sustainability, reliability, and operational excellence are not just goals—they are core to who we are at 3V Sigma USA. Our consistent progress across environmental stewardship, safety, and system dependability reflects a deep commitment to continuous improvement and long-term value creation. With a clear vision, engaged employees, and the trust of our stakeholders, we are confident in our ability to deliver sustainable growth while reducing our environmental footprint and strengthening our operations. We thank you for your continued support as we advance toward a more responsible, resilient, and innovative future.

Sincerely,

Paul Seccomandi  
Chief Executive Officer