Double Materiality Assessment

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Our Double Materiality Assessment

In November 2024, we reviewed and adapted our double materiality assessment, last conducted in 2022, to begin alignment with the European Corporate Sustainability Reporting Directive (CSRD). This process drew upon our internal expertise coupled with the perspectives of external experts to assess where our business has positive and negative impacts on society and the environment (impact materiality), and their actual or potential financial impact on our business (financial materiality). The outcomes were then tested with key stakeholders from across the business, reviewed and then approved by our Board Sustainability Committee.

Using the ESRS topics and sub-topics as a starting point we expanded the list to over 60 topics to improve their granularity and relevance to our business. For instance, our business's impact on climate is multi-dimensional, our sites contribute negatively to climate change through the emission of carbon dioxide, but our products have a demonstrably lower carbon footprint than others available in the market and therefore we have a positive impact on the decarbonisation of our value chain. We assessed all topics for their impact and financial materiality over the short- (0-1 years), medium- (1-3 years) and long-term (3 years+).
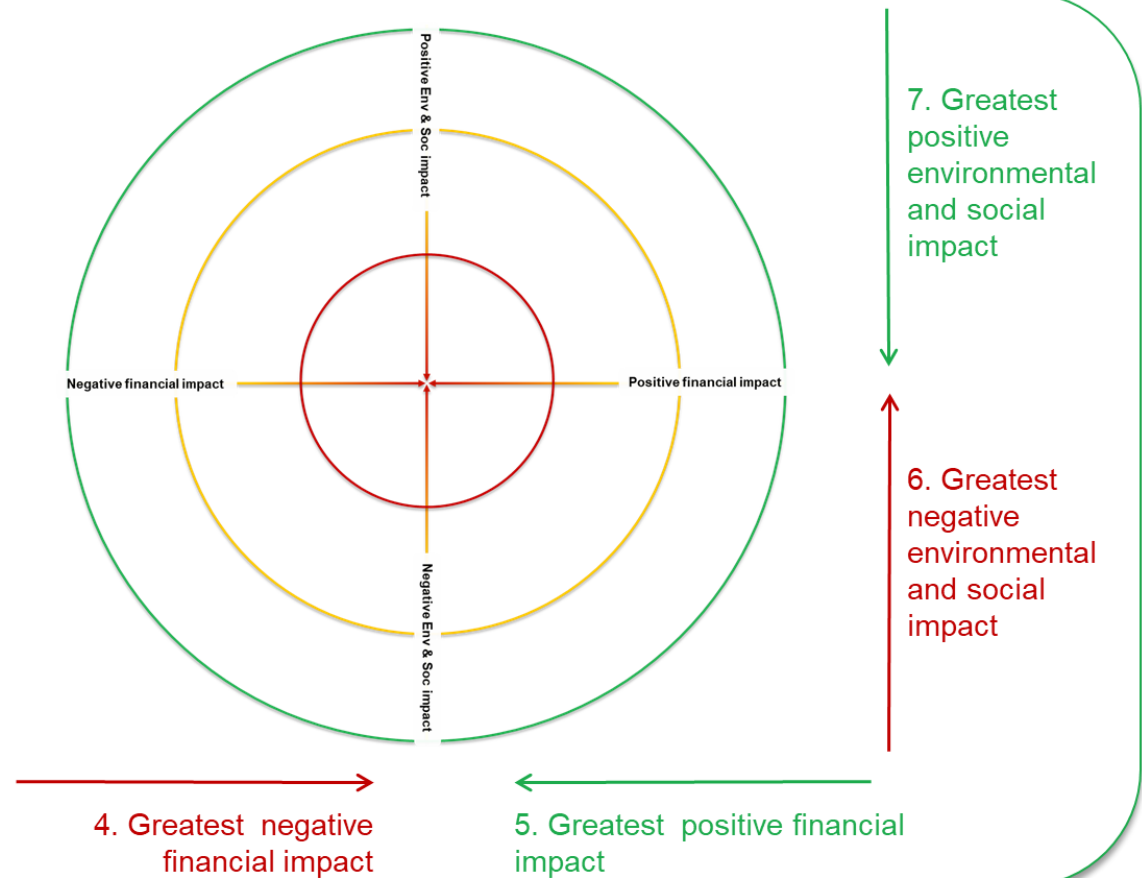
This process helped us to identify the five P's that will shape our sustainability plan, Planet, Product, Process, Place, and People. Across those five pillars we identified 46 specific sustainability topics with varying degrees of positive and negative materiality on the environment and society and on our business from a financial perspective. We have aligned these material topics into 5 areas;
All five pillars have their own materiality matrix, that we describe as a dart board, where the most material impacts, bet that financial or sustainability led are in the centre of the 'bullseye' and topics of less materiality are towards the edges.
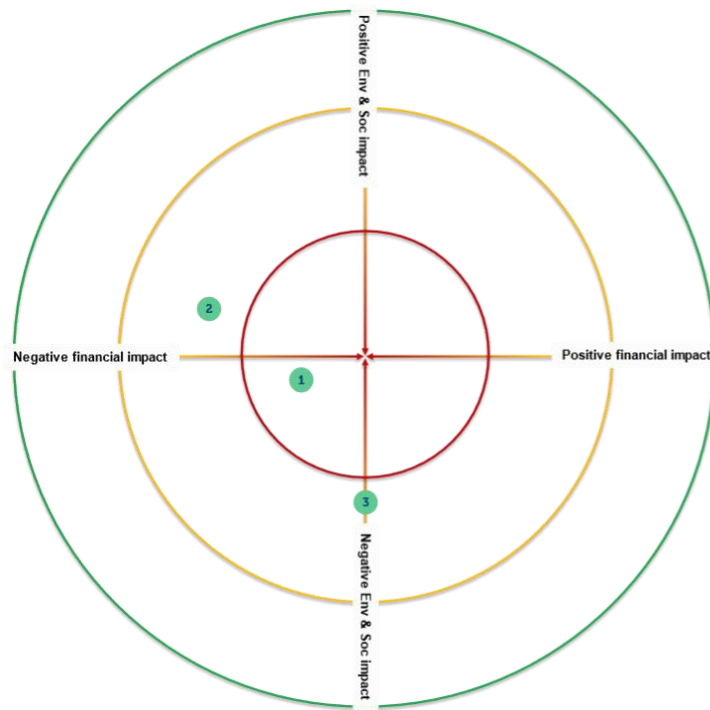
Of the 46 issues, we found that at an aggregated level, the most material topic areas are E1 (Climate change), E3 (Water and Marine Resources), E4 (Biodiversity and ecosystems), S1 (Own Workforce) and S3 (Affected Communities). We will be publishing the detailed findings of this assessment on our website [available here] and within our Sustainability Plan, to be launched in 2Q 2025, which will outline our strategic responses, targets and ambitions for each of our material topics.

Reading our Double Materiality 'Dart Board'

1. **Material topics are in the 'bullseye'**

2. **Less material topics are at the edge of the 'dart board'**

3. **Topics are colour coded to our strategic framework**

7. Greatest positive environmental and social impact

6. Greatest negative environmental and social impact

4. Greatest negative financial impact

5. Greatest positive financial impact

Positive Env & Soc impact

Negative financial impact

Positive financial impact

Negative Env & Soc impact

Planet – Materiality and strategic alignment

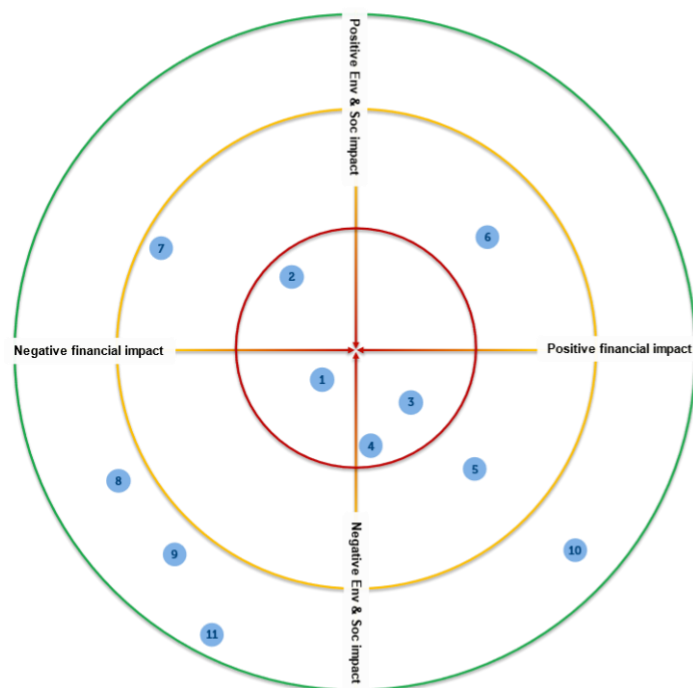| #	Topic name / EU theme	Materiality	Time period	Strategic Response	ESRS Topic
1	Impact of climate change		Long	○ Long term sustainability Plan ○ Climate Scenario Analysis	E1 (Adaption)
2	Trust in green claims		Short	○ Greenwashing policy ○ Establishing public affairs capability	G1 (Business Conduct)
3	Politics and regulation		Long	○ Establishing public affairs capability	G1 (Political Engagement)

Positive impact

Positive & negative impact

Negative impact

Low   High

Product – Materiality and strategic alignment
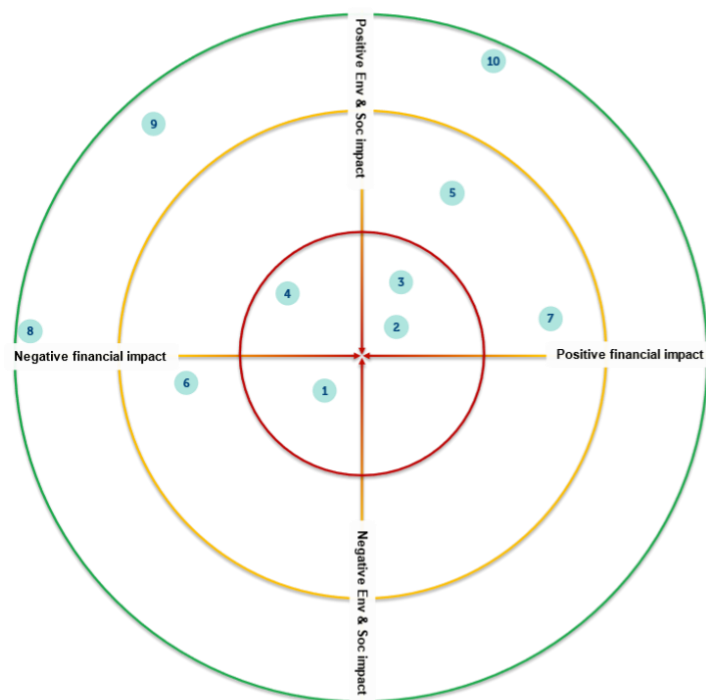
#	Topic name / EU theme	Materiality	Time period	Strategic Response	ESRS Topic
1	Carbon pricing use of product (Scope 3)		Short	o ETS Challenge o Public Affairs capability	E1 (Adaption)
2	Market growth from solar PV and Lithium carbonate		Medium	o Product menu	E1 (Mitigation)
3	Carbon footprint products vs. competitors		Medium	o Reducing carbon emissions o Product menu	E1 (Adaption)
4	Carbon pricing (Scope 1 & 2)		Medium	o Establishing public affairs o Reducing carbon emissions	E1 (Adaption)
5	Water use vs. our competitors		Short	o Water reduction strategy	E3 (Water consumption)
6	Logistics carbon emissions		Long	o Part of net-zero roadmap o Langh Tech	E1 (Adaption)
7	Product contribution to a circular economy		Short	o Customer engagement o Circular carbonates	E5 (Resource outflow)
8	Use of cullet in glass making		Long	o Product menu o Developing new ways to make carbonate	E1 (Adaption)
9	Competitor carbon innovation		Long	o Developing zero carbon offer o Net-zero roadmap	E1 (Adaption)
10	Products impact on consumer H&S		Short	o Maintain and expand product safety certification	S4 (Consumer safety)

Positive impact

Positive & negative impact

Negative impact

Low · High

Process – Materiality and strategic alignment

#	Topic name / EU theme	Materiality	Time period	Strategic Response	ESRS Topic
1	Scope 1 and 2 emissions		Long	o Net-zero pathway	E1 (Adaption)
2	Toward net zero		Short	o Net-zero pathway	E1 (Adaption)
3	Use of coal		Short	o Coal phase out	E1 (Energy)
4	Water use		Long	o Water reduction pathway	E3 (Water consumption)
5	Use of natural gas		Long	o Net-zero pathway (CCU, CCS or alternative)	E1 (Energy)
6	Waste utilisation		Short	o Waste Delivery Group	E5 (Waste)
7	Water reduction initiatives		Short	o Water reduction pathway	E3 (Water consumption)
8	Hazardous materials & waste		Long	o Waste Delivery Group	E2 (Substances of concern)
9	Wastewater discharge		Short	o Water Stewardship	E3 (Water discharge)
10	Use of plastic		Long	o Waste Delivery Group	E2 (Micro plastics)
11	Waste Generated		Short	o Waste Delivery Group	E5 (Waste)

Positive impact

Positive & negative impact

Negative impact

Low   High

Place – Materiality and strategic alignment
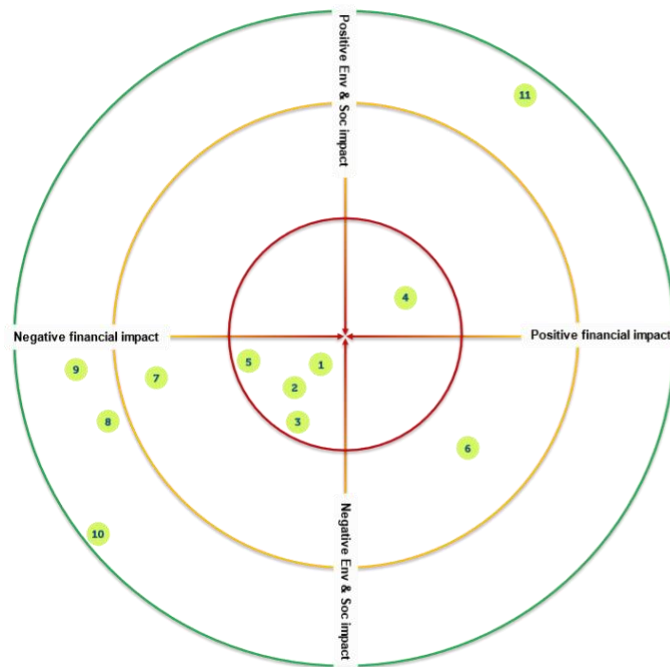
#	Topic name / EU theme	Materiality	Time period	Strategic response/workstream	ESRS Topic
1	Water scarcity		Long	o Water resilience o Water stewardship	E1 (Adaption)
2	Impact on water quality		Short	o Water stewardship	E2 (Pollution of water)
3	Readiness for closure		Long	o Life beyond WE Soda	S3 (Communities economics) E4 (Impact on ecosystems)
4	Being a good neighbour		Short	o Knowing our impact o Being a good & proactive neighbour	S3
5	Biodiversity		Medium	o Proving we are kind to nature	E4 (Biodiversity loss)
6	Supply chain risks		Short	o A responsible supply chain o High risk product standards	S2 (Working conditions)
7	Supplier Management		Short	o A responsible supply chain	G1 (Supplier management)
8	Supply chain emissions		Long	o Sustainable procurement o Reducing scope 3 category 1	E1 (Adaption)
9	Air quality		Short	o Knowing and reducing any impact	E2 (Pollution of air)
10	Impact on land		Long	o Proving we are kind to nature o Life beyond WE Soda	E4 (Impact on ecosystems)
11	Endangered species		Long	o Endemic species protection area	E4 (Impact on species)

Positive impact

Positive & negative impact

Negative impact

Low   High

People – Materiality and strategic alignment
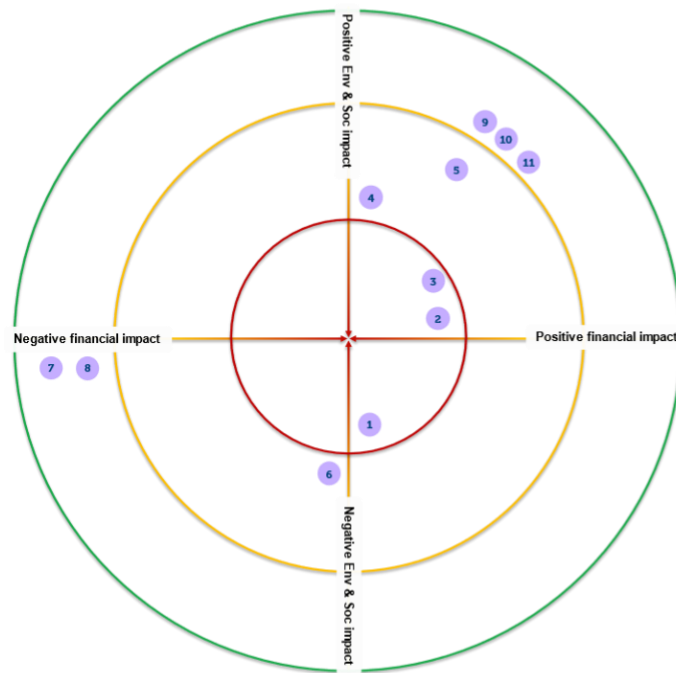
#	Topic name	Materiality	Time period	Strategic Response	ESRS Topic
1	Labour Practices (employee satisfaction)		Short	o TBC	S1
2	Health and Safety		Short	o Safety excellence journey	S1 (Health & Safety)
3	Gender equality, DE&I		Short	o TBC	S1
4	Corporate culture		Short	o TBC	G1 (Corporate culture)
5	Attracting & retaining talent		Short	o TBC	S1
6	Governance structures		Short	o TBC	G1
7	Potential of workplace violence		Short	o Safety excellence journey	S1
8	Anti-corruption & bribery		Short	o Policies & procedures o WESpeakUp	G1
9	Whistle blowing		Short	o Policies & procedures o WESpeakUp	G1
10	Skills training & development		Short	o TBC	S1
11	Protection of employee privacy		Short	o Policies & procedures o WESpeakUp	S1

Positive impact

Positive & negative impact

Negative impact

Low   High