

A photograph of a scientist in a white lab coat and a yellow safety vest, intently examining a test tube containing a pink liquid. In the background, other scientists are working at lab benches. The image is overlaid with a large, semi-transparent yellow triangle on the right side and a dark purple triangle at the bottom. Faint, stylized molecular structures are visible in the background.

curia
2022
Questionnaire

ENVIROMENTAL

Does Curia track its carbon footprint?

Curia is establishing a process to track its carbon footprint with an expected roll-out in 2022. Scope 1 and Scope 2 emissions will be tracked.

Does Curia have a commitment in place to reduce GHG emissions?

Curia is developing a strategy to reduce GHG emissions using 2022 data as the baseline year. We will be using absolute science-based targets as our reduction strategy to reach our targets.

What is your total energy purchased (Gigajoules)?

Curia is establishing a process to track total energy purchased with an expected roll-out in 2022.

Does Curia undertake energy-saving initiatives or use energy-saving equipment?

Energy-saving initiatives have been developed for select manufacturing sites.

Does Curia measure and report its water footprint?

Curia is establishing a process to track water usage with an expected roll-out in 2023. Water use reduction strategies will be developed for sites in high or extremely high-water stress areas.

Does Curia track its waste generation?

Hazardous waste generation is tracked in accordance with regulatory requirements.

What is the current amount of hazardous waste generated from Curia's operations? (metric tonnes)

2020: 28,833.7 metric tonnes globally.

What is the current amount of non-hazardous waste generated from Curia's operations? (metric tonnes)

2020: 392.8 metric tonnes (partial).

What percentage of Curia's waste is recycled or reclaimed?

2020: 26% of hazardous waste.

Does Curia have an environmental policy in place (e.g., sound environmental practices, disposal of hazardous substances, etc.)?

Yes. Curia has a Corporate Environmental, Health, and Safety Policy statement and an EHS Management System in place.

Does Curia hold an ISO 14001 environmental certification?

Two sites maintain ISO 14001 certification:
Bon Encontre, France
Tonneins, France
Origgio and Rozanno Italy sites are targeted for 2022.

Does Curia hold an ISO 50001 energy certification?

One site maintains ISO 50001 certification: Frankfurt, Germany

Does Curia hold an ISO 45001 health & Safety certification?

Four sites maintain ISO 45001 certification:
Bon Encontre, France
Tonneins, France
Origgio Italy
Rozanno Italy

Does Curia hold an ISO 90001 quality certification?

Three sites maintain ISO 90001 certification:
Frankfurt, Germany
Bon Encontre, France
Tonneins, France

SOCIAL

What is the Total Recordable Injury Rate (TRIR) per 100 employees?

2021: 0.85

What is the total number of employees in Curia?

2021: 3700

Does Curia conduct exit interviews?

Yes.

What is the attrition rate?

18.2%.

Does Curia provide health and wellness programs to its employees?

Yes; Curia provides health programs and discounts to US fitness centers through our medical vendor. In mid-2021, we also rolled out a robust wellness program to employees in the US.

Does Curia have a diversity, inclusion and equality, policy, statement or strategy in place that is communicated to employees (or publicly)?

Yes; in addition, we have a global Diversity, Equity & Inclusion council has more than 40 members working together driving programs and initiatives to create an open an inclusive environment where all employees thrive.

Does Curia have any personnel or groups dedicated, in whole or in part, to diversity and inclusion initiatives?

Yes.

Does Curia track diversity goals, objective and metrics?

Yes.

Does Curia conduct unconscious bias training?

Yes.

Does Curia administer an employee engagement survey?

Yes – Annually; While this survey had no score, areas indicated for improvements and subsequent action items surrounded Learning & Development, Communication and Leadership. In 2021, Curia changed vendors to Willis Towers Watson, which does track a score going forward.

Does Curia have employees in the United States AND are they eligible for healthcare benefits under a company plan?

Yes.

Do you have employees in the United States AND does Curia offer a 401k program to its US workers?

97% of the US population is eligible to participate; 92.4% have opened an account; Curia 401(k) Plan total value: \$244,106,497; Employer match is \$1 for \$1 for first 4% and \$.50 for each \$1 for next 2%.

Are there any other "fringe" benefits that Curia employees currently receive?

Additional professional trainings/certifications, Dependent Care Reimbursement, Paid vacation/paid time off, subsidized dental, Company paid life, Company paid disability, tuition reimbursement, work from home/flexible schedule, Health Care FSA, HAS.

What is the average cost of this training and development per employee per year? (approx.)

\$500

GOVERNANCE

Does Curia have a Corporate Code of Ethics policy?

Yes.

Does Curia have a Discrimination and Harassment policy?

Yes.

Does Curia have a Conflicts of Interest policy?

Yes.

Does Curia have a Whistleblowing / Hotline policy?

Yes.

Does Curia have a Cybersecurity policy?

Yes.

Does Curia have a Data Privacy policy?

Yes.

Does Curia have an Anti-Corruption / Anti-Bribery / Unethical Business Practices policy?

Yes.

Does Curia have an Anti-Money Laundering / "Know-Your-Customer" policy?

Yes.

Does Curia have a legal department and a dedicated compliance function?

Yes.