



2025

ESG Report

Smarter Chemistry for a Brighter Future

fischem.co.uk

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A Message From Our CEO



2025 has been another year of strong progress for FIS, as we continue to advance our sustainability and environmental performance while delivering on our “Smarter Chemistry” commitment.

We have taken important steps in expanding our international footprint, most notably with the successful establishment of our FIS AS. Operational base in Norway. This marks a significant milestone for the business and positions us to support the growing global demand for innovative and sustainable chemical solutions.

Our growth continues to be driven by targeted investment in research and development, alongside increased production capacity at our US subsidiary. These strategic decisions have strengthened our commercial performance while also delivering environmental benefits, including reduced CO₂ emissions through the elimination of transatlantic shipping and reduction in packaging and waste through bulk distribution.

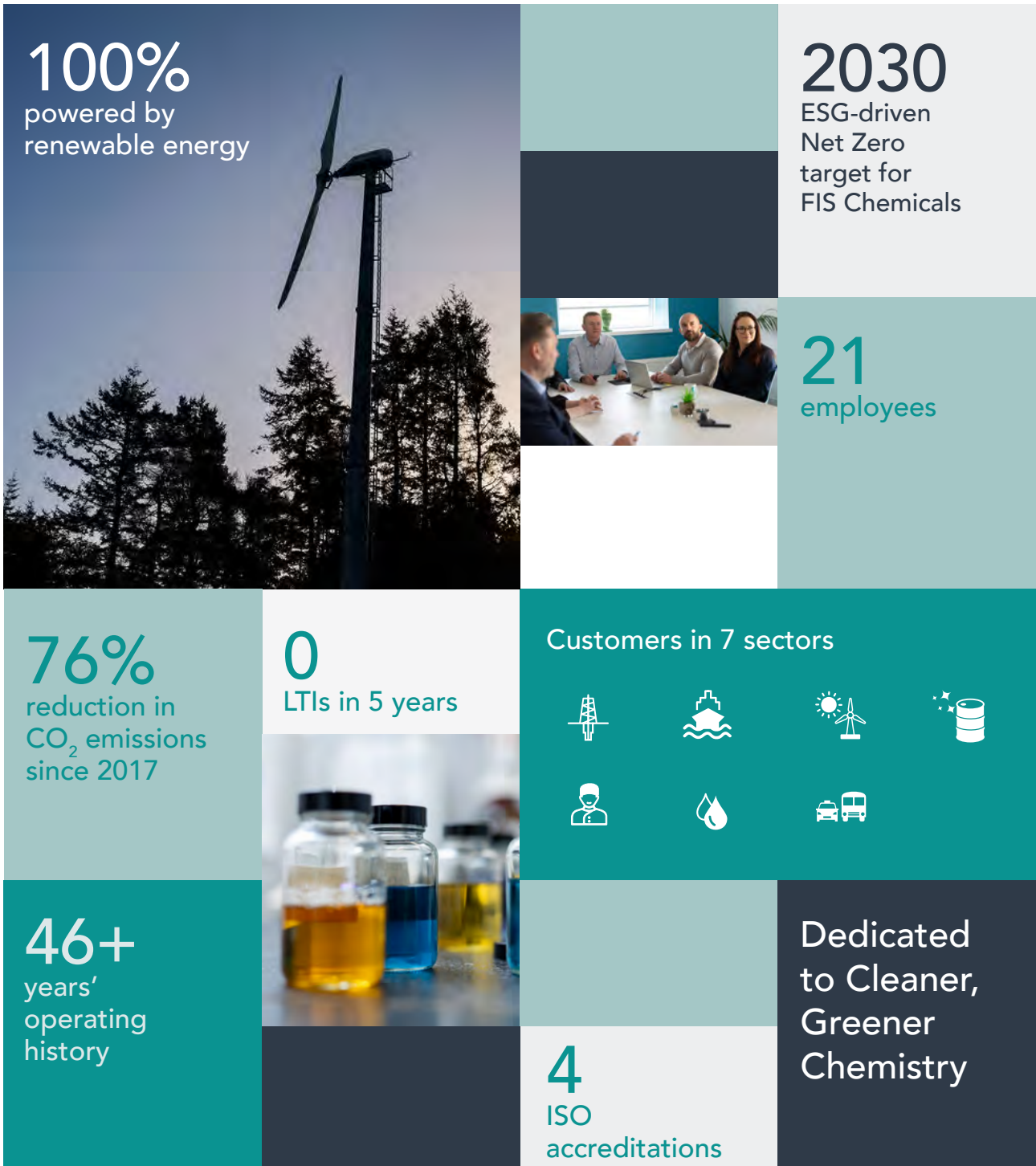
I am particularly proud of what the team has achieved this year. Delivering year-on-year growth, maintaining zero lost-time injuries and zero environmental incidents, and continuing to reduce emissions is no small feat. These outcomes are a testament to the commitment, professionalism, and culture that defines our business.

Safety, innovation, and environmental responsibility remain at the core of everything we do. Across our operations we are focused on building a sustainable future, while continuing to support the communities in which we operate.

As we look ahead to 2026, we do so with confidence. We have clear ambitions to build on this momentum, maintaining our focus on QHSE excellence and sustainability, while ensuring our people remain safe, supported, and empowered to succeed.

Kenny Woods, CEO

FIS at a Glance



Agile. Versatile. Evolving.

About Us

Established in 1980 and based in Aberdeenshire, United Kingdom, FIS specialises in the formulation, manufacturing, and distribution of chemical products for a wide range of industries, including Oil & Gas, Renewables, Marine, Hospitality and Automotive. Our experienced team is committed to understanding and supporting the specific needs of each sector, earning the trust of customers as we help them achieve their operational goals.



400+
Customers

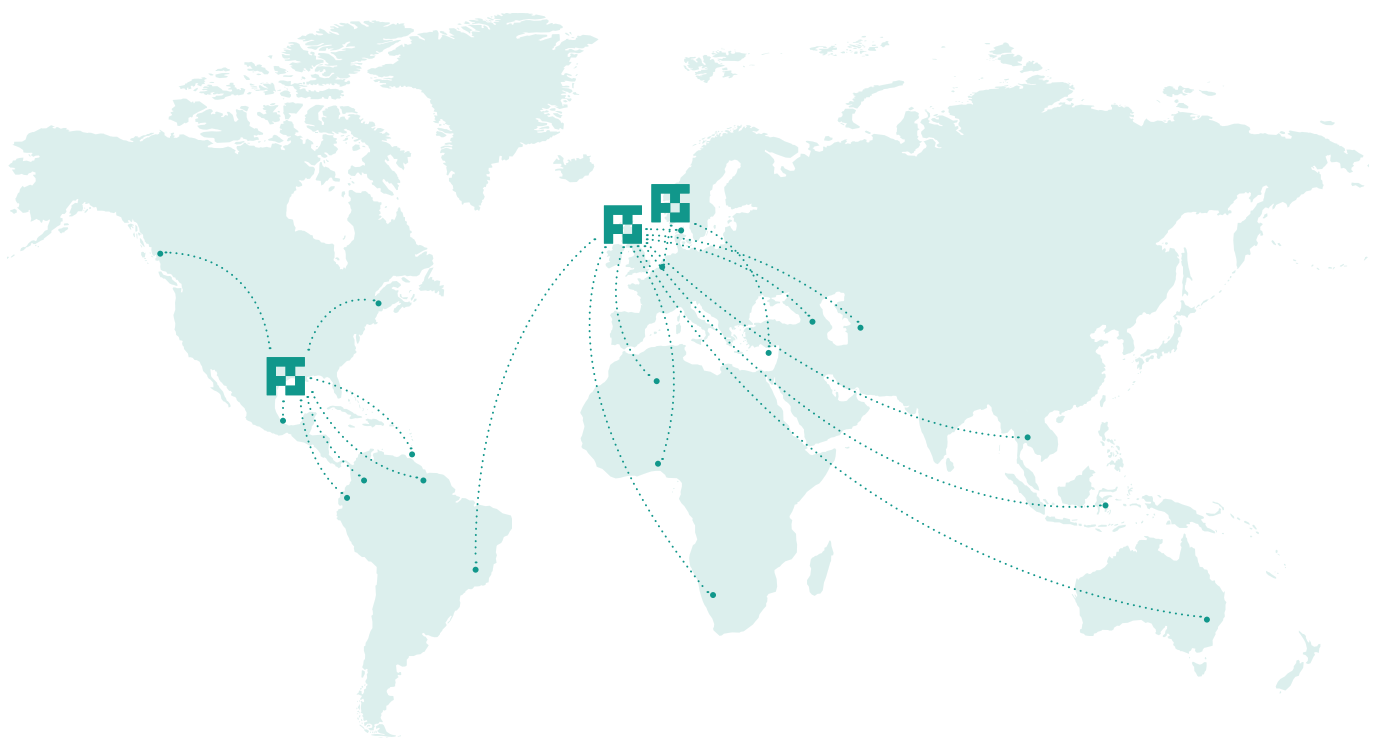


1000+
Products



7
Sectors

FIS supplies clients worldwide from
Aberdeen, Stavanger and Houston



Our Approach

17

New Products Commercialised

FY 2022 - FY 2025

22

New Products in Development

Experience, R&D and responsibility are the cornerstones of our service for every customer.

Solutions-led, product development, manufacture, and supply – smart chemistry for improved performance and greater profitability for customer operations.

Simply put, our commitment to Smarter Chemistry is forward-thinking product development, manufacture, and supply. Before anything else takes place, we take time to truly understand the sectors we work in, our customers' exact needs and any key considerations that affect the solutions we provide.

Underpinned by this clear understanding, a wealth of experience, research & development expertise and a tailored approach to managing each relationship, for FIS customers our support means improved performance, better results and greater profitability for their operations.



Frameworks & Standards

46+ Years of Experience, Expertise and Environmental Credentials

The quality and effectiveness of our products are underpinned by an abiding commitment to environmental responsibility and pursuing Net Zero. We continuously seek to minimise our environmental footprint by improving resource efficiency, reducing emissions, and implementing sustainable practices across our operations.

Our standards of quality and performance are rigorous and diligently upheld — we are accredited with 4 ISO standards. Our ongoing commitment to QHSEE has enabled FIS to submit to a meticulous inspection of its operations by NQA under the requirements of BS EN ISO 9001:2015 (Quality Management), BS EN ISO 45001:2018 (Health & Safety Management), BS EN ISO 14001:2015 (Environmental Management) and ISO 50001:2018 (Energy Management) to secure certificates of registration for its Management systems covering the design, manufacture and supply of maintenance and cleaning chemicals and associated sundries.

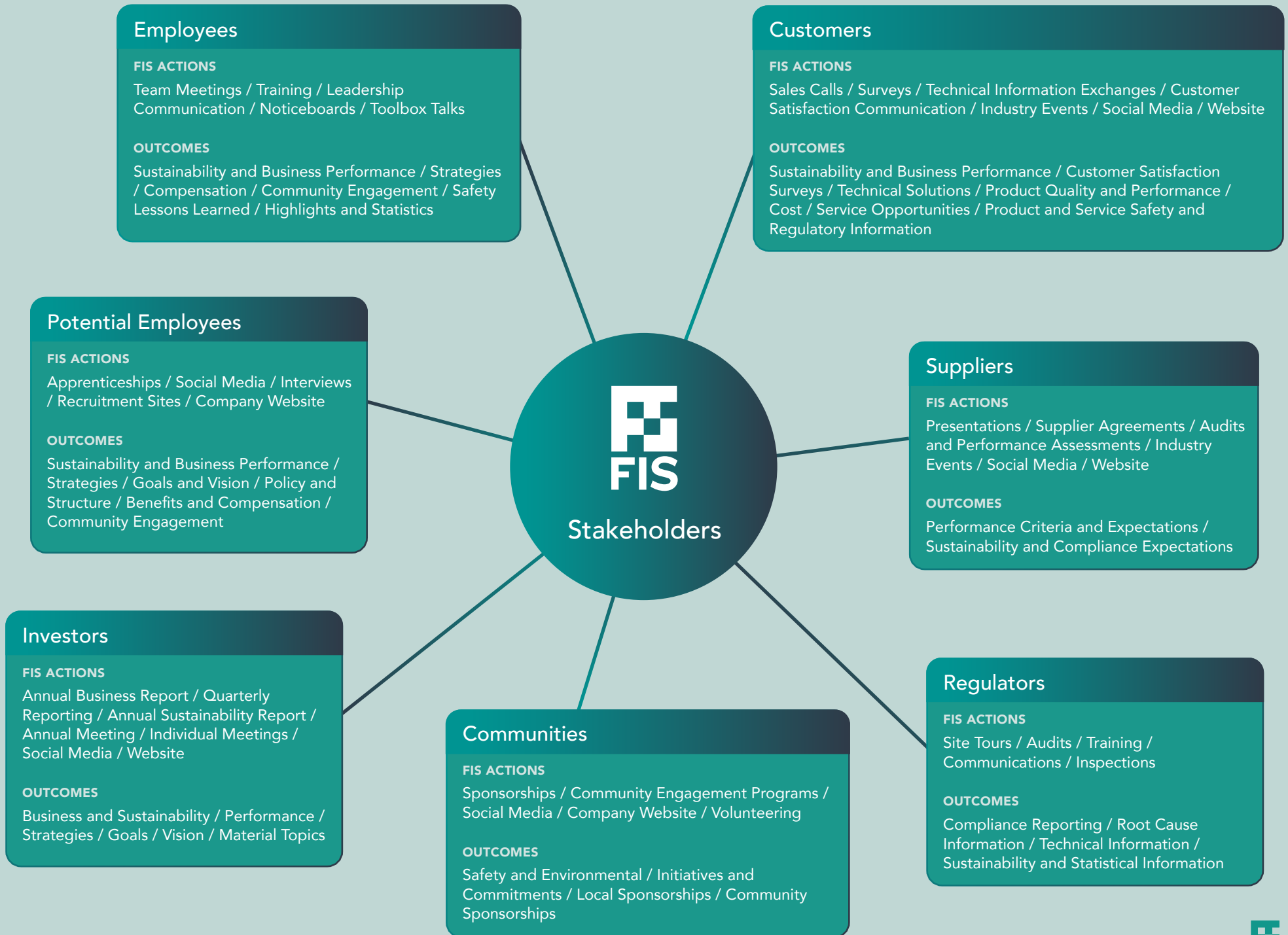


FIS work with and adhere to CEFAS (Centre for Environment, Fisheries and Aquaculture Science) regulations and comply with The Offshore Chemical Notification Scheme (OCNS) in UK and Dutch waters plus register products with NEMS (Norwegian environmental management software) for use offshore Norway.



Our commitment to safety and environmental stewardship is reflected in our full compliance with REACH and SEPA regulations, ensuring that our products and processes meet the highest standards for human health and environmental protection.





Our Vision, Pillars & Progress

Our Corporate Sustainability Vision

At FIS, we believe in the power of **Smarter Chemistry** to create a **safer, cleaner, and more sustainable world**.

Through innovation, responsibility, and collaboration, we are committed to **reducing environmental impact, enhancing safety, and driving positive change** across industries.

Our Pillars

Innovating Smarter Chemistry for a Sustainable Future

Protecting Our Planet Through Responsible Operations

Empowering Our People and Communities

Sourcing and Manufacturing Responsibly

FIS 2030 Goals & Progress to Date

UN Sustainable Development Goals

2030 Aspirations

Progress to Date (2025)

INNOVATING SMARTER CHEMISTRY FOR A SUSTAINABLE FUTURE

Developing Greener Products



100% of our finished goods free from hazardous CMRs (Carcinogenic, Mutagenic, Reprotoxic substances)

99.5% of products are now CMR-free, with ongoing product improvements

Reducing Environmental Footprint of Our Products



Move to **low GHG emission** raw materials from **sustainable** and geographically **local sources**. Introduction of low environmental impact versions of our top selling products

Using raw materials from **sustainable sources** (non-petroleum derived) for new products. Improving toxicity and biodegradation profiles of current portfolio. Obsolescence of legacy products with poor environmental credentials

Enhancing Circular Chemistry



Increase the use of renewable and recycled raw materials to **35%** of total input

24% of raw materials now come from renewable sources, with **8** new sustainable product roadmaps

PROTECTING OUR PLANET THROUGH RESPONSIBLE OPERATIONS

Achieving Net Zero



Net Zero carbon emissions in operations by **2030**

54.5MT CO₂e reduction since 2017, **3.7MT CO₂e** reduction in 2025 alone

Transitioning to 100% Renewable Energy



Fully power all FIS facilities with **renewable energy**

In 2025, our on-site wind turbine generated **8,747 kWh** and our solar panels produced **7,652 kWh**, with **4,970 kWh** of this energy exported

Minimizing Waste to Landfill



Reduce hazardous waste and general waste to landfill by **50%**







In 2025, waste to landfill totalled **900kg**, which is a **63%** reduction compared to 2017 waste levels

FIS 2030 Goals & Progress to Date

UN Sustainable Development Goals

2030 Aspirations

Progress to Date (2025)

Reducing Water Impact		Lower water consumption per ton of product by 25%	Water usage reduced by 34% compared to 2017 and by 30% compared to 2024
Energy Efficiency Improvements		Reduce energy usage by 60% compared to 2017	Electricity usage decreased by 57% since 2017 and by 20% since 2024
Energy Performance (EnPi)	  	Reduce EnPI by 5% each year until 2030	Energy efficiency improved by 14% compared to 2024 values
Kerosene Reduction (Heating)		Maintain kerosene usage below 4,800L per year	Kerosene usage reduced by 46% since 2017 and by 8% since 2024

EMPOWERING OUR PEOPLE AND COMMUNITIES

Investing in Employee Growth & Safety	 	100% of employees to receive sustainability and safety training	97% of employees received training in 2025
Supporting Local Communities	 	Expand partnerships with charities and environmental groups	Donated to 9 charities and community projects over the course of 2024
Diversity & Inclusion	 	Achieve gender balance in leadership roles	40% of leadership positions held by women, ongoing leadership development programs
Employee Wellbeing & Engagement		Maintain high employee satisfaction and workplace engagement	Regular town halls, QHSEE meetings, and wellbeing initiatives conducted



FIS 2030 Goals & Progress to Date

UN Sustainable Development Goals

2030 Aspirations

Progress to Date (2025)

SOURCING AND MANUFACTURING RESPONSIBLY

Ethical Supply Chain Management



100% of key suppliers meet FIS's ESG criteria

90% of key suppliers meet FIS's ESG criteria, supplier sustainability audits in progress

Sustainable Packaging



Eliminate single-use plastics in product packaging

In 2025, FIS expanded the use of Post-Consumer Recycled (PCR) packaging, including **1,612 PCR IBCs**, reducing virgin polymer use by **19,344 kg** and avoiding approximately **30 tonnes** of CO₂e emissions. This continued transition toward recycled and reusable packaging supports the reduction of single-use plastics.



Regionalized Manufacturing for Carbon Reduction



Expand low-emission manufacturing to key global locations

Our Texas blending facility has reduced CO₂e emissions by **40.4 MT** through decreased shipping emissions alone

Waste Reduction Through Bulk Delivery



Transition to bulk chemical supply to minimize packaging waste

Expanded bulk chemical delivery reduced packaging demand and avoided approximately **3,890 kg** of plastic packaging in 2025. The continued shift to bulk supply models remains a key driver in minimising packaging waste.

Recycled Waste (Plastic, Wood, Metal, Cardboard)

Increase recycling by 10%

In 2025, FIS recycled a total of **10,360 kg** of plastic, wood, metal and cardboard materials. Continued focus on waste segregation and material recovery supports ongoing recycling performance improvement.



Energy & Emissions

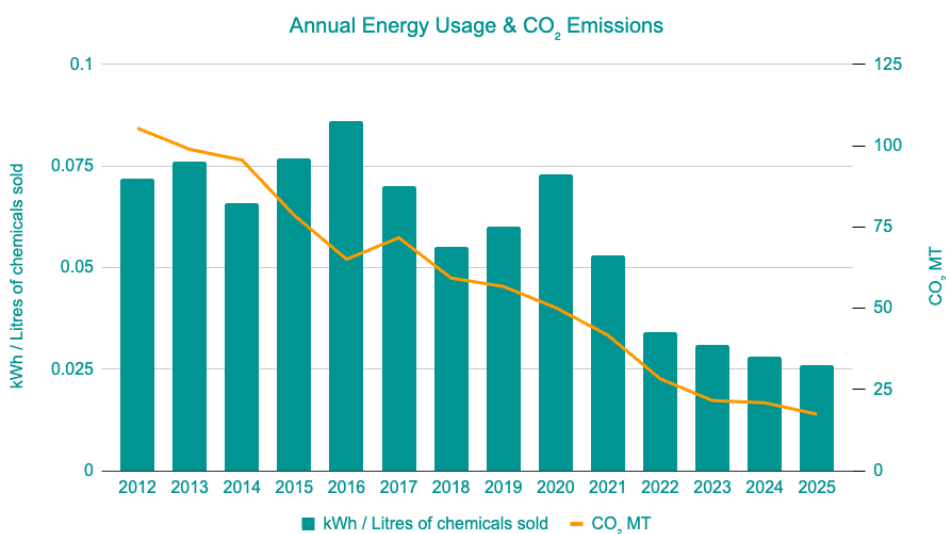
FIS Chemicals continues to demonstrate strong leadership in environmental and energy management, maintaining full alignment with ISO 14001:2015 and ISO 50001:2018 requirements. Between January and December 2025, the organisation delivered a further reduction of 3.7 metric tonnes of CO₂ emissions compared to the previous reporting period, bringing the total cumulative reduction to 54.5 metric tonnes against the 2017–2018 baseline.

This sustained progress highlights the tangible success of FIS Chemicals’ operational controls and targeted action plans, and reinforces its clear commitment to continual improvement, carbon reduction, and responsible environmental stewardship.

The Energy Performance Indicator (EnPi) for FY2025 improved significantly to 0.024 kWh/L, representing a 14.3% reduction from FY2024 (0.028 kWh/L) and a substantial 65.7% improvement against the baseline value of 0.070 kWh/L. This sustained progress reflects the effectiveness of enhanced energy monitoring, optimisation of process parameters, and the continued reduction in kerosene consumption.



76%
reduction in CO₂ emissions since 2017



The Energy Performance Indicator (EnPi) for FY2025 improved to 0.024 kWh/L, compared with 0.028 kWh/L in FY2024 and the baseline value of 0.070 kWh/L. This improvement reflects the positive impact of enhanced energy monitoring, optimisation of process parameters and continued reduction in kerosene consumption.

Energy Drivers & Objectives

Continual Improvement Objectives for 2026

The organisation maintains documented environmental and energy objectives, supported by action plans, responsibilities, and performance indicators. Key focus areas include:

- Continued reduction of CO₂ emissions through energy efficiency projects and fuel substitution.
- Further improvement of EnPi through optimisation of production processes and equipment performance.
- Ongoing reduction of water consumption and waste generation at source.
- Increased segregation and recycling of waste streams where feasible.
- Periodic review of objectives and targets during management review meetings to ensure suitability, adequacy, and effectiveness.

Performance against objectives is monitored on a regular basis, with results evaluated and communicated as part of the management review process. Corrective actions are implemented where deviations from targets are identified, supporting a structured approach to continual improvement.



water reduced by
280,000 L



kerosene reduced by
329 L



electricity reduced by
8851 kWh



recycled waste increased by
3140 kg



landfill waste reduced by
380 kg

Key Figures



Water usage (recipe mixing & housekeeping)

reduced by
336,000 L
comparing to baseline year

reduced by
280,000 L
comparing to 2024



Kerosene (heating)

reduced by
3,133 L
comparing to baseline year

reduced by
329 L
comparing to 2024

Our target for 2025 was maintain Kerosene usage below 4800 litres per annum - **target achieved**



Electricity (lighting, blending, factory, office)

reduced by
47,604 kWh
comparing to baseline year

reduced by
8,851 kWh
comparing to 2024



Recycled Waste (plastic, wood, metal, cardboard)

decreased by
4,984 kg
comparing to baseline year

decreased by
1,060 kg
comparing to 2024



General Waste to Landfill (all other waste)

decreased by
1,490 kg
comparing to baseline year

decreased by
380 kg
comparing to 2024



Target Waste Reduction

reduced by 2% =
1,280 kg

Our 2025 target to reduce waste to landfill by 900kg has been achieved



EnPIs-Energy Efficiency and Target Energy Reduction

73,952 kWh
used in 2025

3022742 L
sold in 2025

Our 2024-25 target to improve our energy efficiency by 3% has been achieved

Renewable Energy (wind turbine & PV panels)



Generation for wind turbine in 2025

8,748 kWh



Generation for PV panels in 2025

7,652 kWh

Total generation since installation in Oct 2009

(108,816 kWh)

Total generation since installation in Dec 2010

(104,021 kWh)

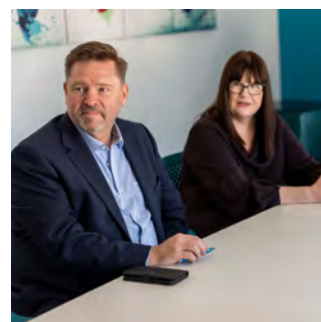
Total exported in 2025

4,970 kWh

People

Our people make FIS Chemicals.

We rely on their contribution, skills and competencies so together we can celebrate success. Our values and leading behaviours underpin our people management processes to ensure that our culture is entwined within our high performing teams.

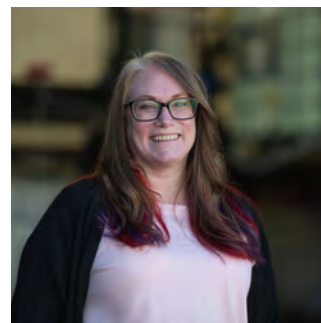


Employees

We are committed to a diverse workforce and support each staff member to have successful careers. As a Living Wage Scotland employer, we prioritise fair treatment and a safe, healthy workplace.

Our leadership team drives employee performance and encourages development through our training and competency management systems.

In 2025, we welcomed Ian Gerrie to the Sales team, Elaine Harrower as our new Technical Manager and Melanie Pitcher to the Accounts team. We also host regular town halls and team-wide social events.



Training & Education

We believe managing our people well is vital to our organisation's success and set high expectations for our leaders to be able to support and motivate their teams. To support this, we provide our people managers with the appropriate leadership skills and training.

During 2025, 97% of the FIS staff team received training for their role, and we're proud to support continuous development in all areas.



Diversity & Equal Opportunity

FIS Chemicals' approach to diversity and equal opportunities aligns with our business ethics and conduct policies in which we recognise and promote a culturally diverse workforce where every employee feels like they belong and that they can positively contribute to our business.





Employee Engagement

At FIS, we recognise that how employees feel about their workplace, and their contribution to it, can significantly impact their performance. That's why we strive to foster a supportive work environment and regularly assess employee satisfaction through surveys and feedback.

Additionally, we operate an open-door policy, encouraging day-to-day feedback.

To further promote collaboration, our QHSEE meetings are attended by senior management and non-managerial staff, ensure all voices are heard and considered in our management systems, objectives, and targets.



Health and Wellbeing

FIS Chemicals is committed to providing a safe, healthy workplace for all employees and those under our care.

We promote healthy lifestyles and working arrangements, supported by our QHSEE professionals and external partners through occupational health assessments and wellbeing campaigns.

Health, Safety & Wellbeing

Occupational H&S



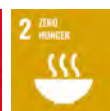
Diversity & Inclusion

Ethics, Diversity, Employment



Community Engagement

Localisation of workforce





Limiting Exposure to Hazardous Materials

FIS places high priority on protecting human health, the environment, and ensuring operational safety. Our chemical management process mitigates risks, ensures regulatory compliance, and promotes transparency. We also require full chemical disclosure from suppliers before adding products to our portfolio. Our compliance processes align with applicable regulations, including the EU's REACH, ensuring our products meet legal standards wherever they are distributed and guarantee adherence to the highest safety and environmental standards.



Occupational Safety

Working in a safe environment is a fundamental responsibility at FIS.

Our ongoing commitment to Health & Safety has enabled FIS to submit to a rigorous inspection of its operations by NQA under the requirements of BS EN ISO 45001:2018 (Health & Safety Management) to secure certificates of registration for its management system covering the design, manufacture and supply of maintenance and cleaning chemicals and associated sundries. Our ISO 45001 accreditation covers direct activities occurring in our facilities and within our operational control, including impacts to employees, contractors, and visitors. Additionally, we have safety meetings represented by a cross-functional team.



Accident Prevention and Safety

Our risk management programmes allow us to manage our business risks to as low as reasonably practicable (ALARP). Risk mitigation is included in every stage of our project delivery and our day-to-day operations, from project planning, task risk assessments to dynamic, on-the-job risk assessments. Our employees and contractors are encouraged to "speak up" and raise any unsafe acts or occurrences. Opportunities for improvement are also welcomed, encouraged and discussed.



Ethics, Anti-Bribery and Corruption

It is FIS' goal to maintain the highest standards of ethics, professionalism and business conduct as well as ensure that we act in strict compliance with the law at all times, in particular the Bribery Act 2010. We are committed to acting professionally and fairly in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter any behaviour or practice that compromises FIS' integrity or honesty. FIS has a strict anti-bribery and corruption policy to comply with the Bribery Act 2010.

Our business has been built using an honest approach and we place a high value on ensuring integrity and transparency in our operations therefore, we ensure that we comply with the Modern Slavery Act 2015 and have zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors to comply with these values.

Financial Risk Management

The Board and management recognise that climate risk is a key area of focus among our stakeholders, and the Company has, in line with this risk, committed to reducing our carbon emissions. We are also in the process of implementing efficiency measures focused on fuel consumption and energy consumption across our operations as defined earlier in this report.

As investors look to renewable sources over fossil fuels, there are some financial risks for the industry should they not adapt accordingly.

We work alongside our customers to expand and transform their service offerings while providing solutions to environmental and sustainability challenges.

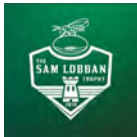
Monitoring Change and Transparency

To stay aligned in our approach and in control of our impacts, we must monitor changes and developments and be aware of any country-specific statutory or regulatory reporting requirements. Such assessments are included in our legal compliance reviews which are conducted regularly.



Community Support

From continuing our long-running support of great charities, to backing local sport, to investing in the health and wellbeing of our own team, 2025 was another great year supporting our wider community. We're proud to be a team that gives back, gets involved and shows up for organisations that are making a positive difference.



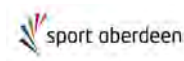
Continuation of support for The Sam Lobban Trophy



Continuation of support to Abernecessities



Hall Russell United FC youth development programme



Supporting staff health and wellbeing with membership; sponsorship package



Nominated local charities as part of IADC Associate Membership



Donated to charity raffle supporting Men in Mind, British Heart Foundation and SCAA



Donation made to Friends of ANCHOR



Governance

FIS Chemicals is committed to excellence in everything we do, and we strive to maintain the trust and confidence of our customers, investors and stakeholders affected by our operations.

Strong financial performance is key to the sustainable growth of our business and our future success. Through our operations, we create value for a wide variety of stakeholders, including our local communities, investors, suppliers, contractors and employees.

With the support of our Executive Management Team, the Board of Directors oversees financial performance and strategy, capital structure and market exposure as well as our business risk profile.

Foresight

Invest Build Grow

Foresight partners with some of the UK's most promising smaller companies to achieve their objectives and create long-term growth.

Across our three divisions, Infrastructure, Private Equity and Foresight Capital Management, our investments play an important role in reducing the world's carbon emissions, improving social infrastructure for businesses and communities, and supporting the long-term growth of ambitious companies.

MAVEN

Maven is a leading private equity manager and one of the UK's most active investors in high growth businesses. Maven partners with ambitious, entrepreneurial management teams to accelerate growth, and serve thousands of investors with the goal of delivering exceptional returns

Economic Performance & Market Presence

Market Presence, Indirect Economic Impacts, Procurement, Training

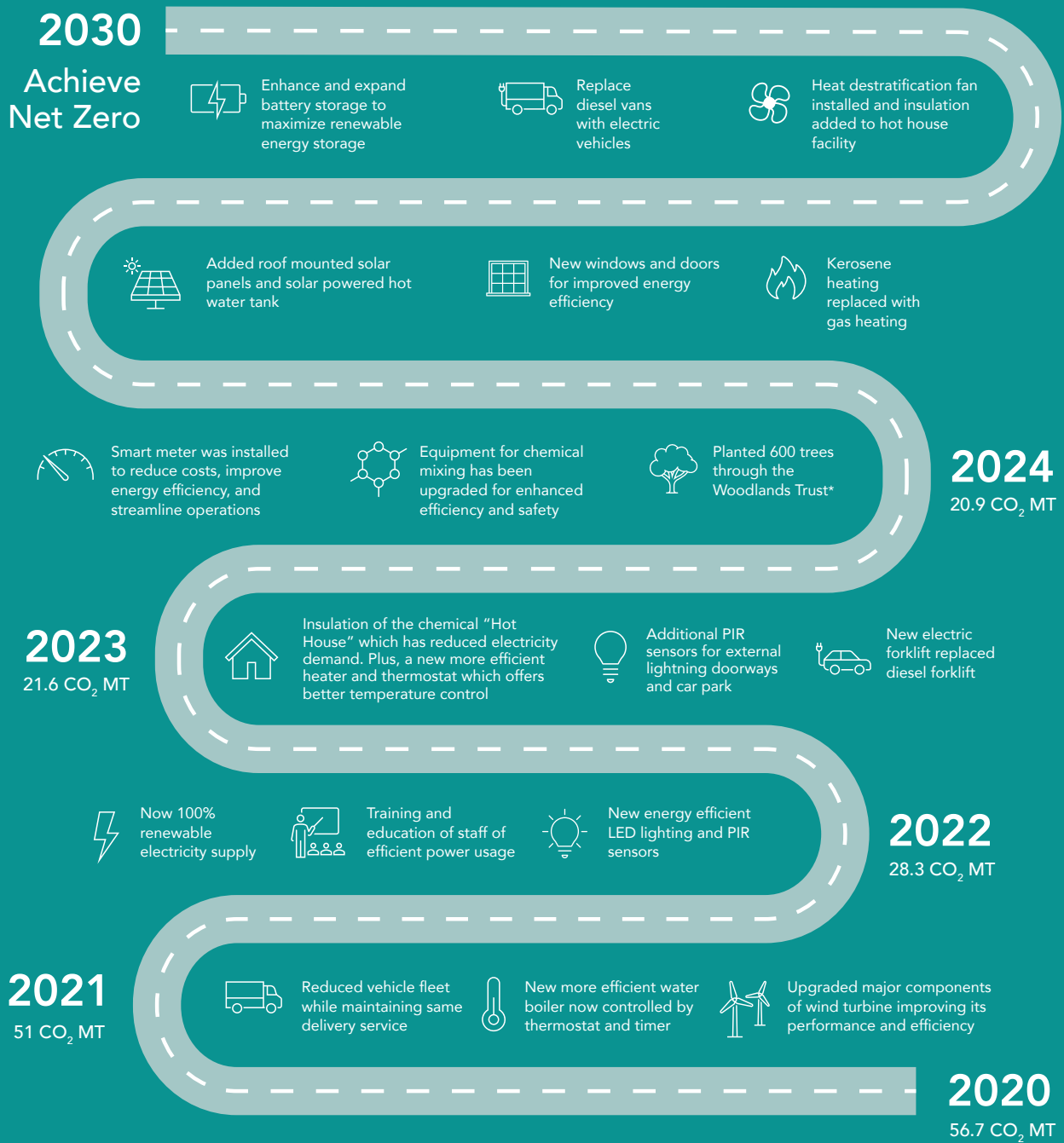


Corporate Governance

Procurement, Anti-Corruption, Business Conduct



Our Net Zero Journey



*Carbon offset not included in CO₂ emission calculation



Smarter
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Brighter Future.

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