



Protect. Preserve. Restore. Our Sustainability Imperative.

2024 Sustainability Report (published in June 2025)

Structure of the Report and Key Messages

01

Introduction

SePRO is a team of researchers, scientists, technical consultants, and professionals dedicated to restoring and protecting water and land using applied technology. Leading the way in water innovation, SePRO is committed to setting ambitious targets to protect natural resources and foster a better life for today's and future generations.

02

Seeing Is Believing

In 2024, we restored approximately 1.4 million acres of the environment. Our compelling case studies underscore that protecting water and land is not only core to our mission but essential to long-term environmental and social value. These examples illustrate how our solutions support healthier ecosystems, enhance biodiversity, and create lasting benefits for the communities that depend on them.

03

Turning Vision Into Impact

Sustainability has always been at the core of what we do. In 2024, we took the next step by formalizing a sustainability strategy—covering natural resources, people & products, and accountability & stewardship. We set ambitious goals and designed targeted initiatives to bring them to life. While we will continue to refine our strategy, we are committed to publishing our progress.

04

Mapping Our Footprint, Guiding Our Future

In 2024, we measured our carbon footprint for the first time—marking a crucial step in our commitment to safeguarding natural resources and supporting the communities we serve. This baseline assessment enables us to identify key areas for developing targeted pathways to improve carbon efficiency. The insights gained will directly inform the operational actions and priorities that lie ahead.

05

Listening & Acting On What Matters

We conducted our first company-wide materiality assessment to further strengthen our sustainability focus. By engaging employees, investors, and experts, we identified the issues that matter most to our business and stakeholders. These insights now guide our strategic priorities—and we're proud to share our 2024 performance across the topics that truly count.

06

Putting Governance And Metrics In Action

We formalized our sustainability governance with a clear structure to ensure strong oversight. At the core is our new Sustainability Advisory Board—bringing independent expertise to boost focus, innovation, and stakeholder alignment. Alongside this, we launched a tailored KPI framework to track performance, surface risks early, and turn data into action.

07

Outlook

We're proud of the strong progress made in 2024—but sustainability is a continuous journey. We remain committed to raising the bar each year and driving ongoing improvement. Looking ahead, we're excited to further strengthen our role by bringing stakeholders together, digitizing our customer value proposition, and making a lasting positive impact on our environment.

About SePRO

Founded in 1994 and based in the United States, SePRO is a team of researchers, scientists, technical consultants, and professionals dedicated to restoring and protecting water and land using applied technology.

By combining cutting-edge science with hands-on field expertise, SePRO develops solutions that help customers tackle environmental challenges effectively and efficiently. We serve a diverse customer base including pond and lake managers, agricultural producers, ornamental growers and government agencies. Collaborative engagement for environmental health, combined with an industry-leading platform, helps create healthier environments—for today and generations to come.

SePRO engages with diverse customer segments, providing solutions tailored to specific needs, including Aquatics, Agriculture and Turf & Ornamental.	SePRO provides innovative and sustainable aquatic technology solutions to challenging problems with invasive aquatic weeds, nuisance algae, and water quality.	Our product lineup features over 100 proven solutions, meticulously designed to meet the specific needs of our customers and ensure the health and sustainability of water and land.	With over three decades at the forefront of development, SePRO has consistently shaped the industry through strong relationships and innovative leadership.	Our 410-acre SePRO Research & Technology Campus (SRTC) in Whitakers, NC, is central to our goal of addressing the new and growing challenges facing our most precious natural resources.	With over 130 passionate employees, SePRO thrives on a strong culture with a dedicated team of field experts, including distinguished scientists, all committed to our mission.
--	--	--	---	--	---



6

Customer Segments



10+

Core Aquatic Technologies



100+

Proven Products



30+

Years of Experience



32

Aquatic Research Ponds at the SRTC: Algae Center of Excellence



130+

Scientists & Professionals

CEO Foreword



Tyler Koschnick, President & CEO at SePRO

With 24 years at SePRO, our CEO has been immersed in the business from the ground up, driven by a deep conviction and relentless motivation to restore water and deliver outstanding solutions to our customers.

I am thrilled to present SePRO's first Sustainability Report, a testament to our positive impact over three decades. This publication not only reflects our enduring commitment but also marks a pivotal moment where we formalize our approach into a comprehensive sustainability strategy.

At SePRO, sustainability has always been at the core of our operations. It is more than a practice—it is a principle that guides our every decision. Today, we are excited to further this commitment by aligning our long-standing efforts with strategic actions that underscore our dedication to the environment.

The urgency of our mission has never been greater. The challenges facing our most precious resources, water and land, are immense. Without decisive action, the situation will only deteriorate. At SePRO, we understand the critical role our technologies play in addressing these issues, and we see the need for our solutions as more crucial than ever.

Our mission goes beyond merely conducting business; it's about creating a meaningful impact on both water and land resources and community life. We are dedicated to restoring water quality, upgrading crop yield and quality, and ensuring the sustainability of the environments we touch. This commitment is deeply embedded in our operations and is the guiding force behind our innovative solutions.

Our products and services are designed to meet the specific needs of our customers while protecting and enhancing our natural resources. Through persistent innovation and a keen focus on customer satisfaction, we strive to deliver excellence in all we do.

As you explore the pages of this report, you will discover how our actions and innovations contribute to sustainable progress and better stewardship of natural resources. Our journey is ongoing, and we are motivated by the opportunities to make even greater impacts in the years ahead.

Our Mission & Values

Our mission is to use science, technology, and human ingenuity to protect and preserve the environment. **Our actions are anchored in our core values:**

- **Professionalism:** Consistently demonstrating respect, competence, and accountability in all interactions.
- **Integrity:** Acting with honesty and ethical principles in all situations.
- **Excellence:** Committing to deliver high-quality work and continually strive for improvement.

Our work builds on five guiding pillars.

Science-Led Leadership: Our research-backed, data-driven solutions set the industry standard and drive meaningful progress in water management.

Passion-Driven Stewardship: Our team of experts works in the field to develop innovative, science-based solutions that advance environmental protection.

Strategic Problem Solving: We address the root causes of environmental issues to ensure positive long-term impacts, not just surface-level fixes.

Digital-First Innovation: We leverage cutting-edge technology and digital solutions to enhance precision, efficiency, and decision-making in environmental management.

Trust-Driven Partnerships: We build deep partnerships with customers, providing tailored, long-term solutions while combining local insights with global expertise.



Our mission and values are the foundation of everything we do. By combining scientific leadership, problem-solving, innovation, and trusted partnerships, we deliver sustainable solutions that not only protect critical ecosystems but also create real, lasting value for our clients and communities.

Sam Barrick, Chief Commercial Officer



Our Vision

Stewarding Environmental Health: A world where resilient water and land sustain thriving ecosystems and communities.

Our science-led platform, fueled by collaborative engagement and partnership, helps restore thriving ecosystems—for today and generations to come.

“ We use science, technology, and human ingenuity to protect, preserve, and restore the ecosystems that sustain life. ”

We combine deep scientific expertise with real-world insight to empower our partners in redefining environmental stewardship. By taking control of water, land, and environmental challenges with precision and ease—and blending cutting-edge science with hands-on field expertise—we develop solutions for environmental protection and resource optimization that help customers tackle these challenges effectively and efficiently.

Along with our customers, we are caretakers of the environment who imagine a healthier, more resilient planet—where water and land sustain life for generations to come. Through innovative water and land management solutions, we restore natural systems, protect biodiversity, and promote sustainable resource use—ensuring a thriving, enjoyable, and sustainable future for all.

Understanding the complexity of environmental stewardship, SePRO acts as a connector across the environmental landscape, recognizing that success is a collective effort involving diverse stakeholders. We work hand-in-hand with customers, local communities, public stakeholders, and environmental stewards to turn complex challenges into targeted, lasting solutions. This participatory approach unites science, technology, and human ingenuity around one shared mission: safeguarding the resources that sustain us.

Our commitment doesn't end with environmental outcomes. We believe our people are essential to driving innovation and delivering results. That's why we foster a workplace culture grounded in safety, wellbeing, and purpose—because when our team thrives, so does our mission.

Our 2024 Sustainability Achievements

In 2024, SePRO crystallized its longstanding commitment to sustainability, particularly in water and land stewardship, by formalizing and showcasing the practices that define our business. With the support of Stanley Capital Partners and Goldman Sachs Alternatives, we began documenting our initiatives and setting clear strategic directions. This year signals a shift toward disciplined, measurable progress—anchoring our sustainability efforts in clear priorities and tangible outcomes. We are enthusiastic about presenting our efforts and inspiring further advancements in the years ahead.



Seeing is believing - Restoration of 1.4M Acres

SePRO has restored over 515,000 acres of aquatic ecosystems across 49 states and Canada, addressing invasive weeds, algae, and nutrient pollution. Our science-based work protects water resources—from drinking supplies and irrigation systems to parks and private lands. By removing invasive species while preserving native plants, we support healthy habitats and property values—such as \$4.1 million protected in one Northeastern lake.

We also restore land ecosystems. In 2024, SePRO supported the recovery of over 855,000 acres, helping farmers and growers manage land more sustainably and efficiently.

Turning Vision into Impact – Our Sustainability Strategy

Sustainability has always been integral to our business. We're proud to have formalized our sustainability strategy by establishing clear targets, and detailed initiatives. This structured approach ensures greater accountability, reinforces our deep commitment to employees, and clearly demonstrates our unique value to customers and stakeholders. Our efforts will be continuously monitored and evaluated to guarantee measurable and meaningful impact.

Mapping Our Carbon Footprint, Guiding Our Future

We also completed our first carbon footprint assessment, a crucial step in managing and reducing our emissions.

Establishing this baseline enables us to align our operations with sustainability best practices. Recognizing that most emissions arise from our supply chain, especially raw materials, and distribution of goods, we are now well positioned to design focused reduction strategies and enhance our performance.

Listening & Acting On What Matters

In 2024, we conducted SePRO's first company-wide materiality assessment—an important milestone in sharpening our sustainability focus. By engaging stakeholders, including employees, investors, and industry experts, we identified the topics that matter most to our business and the broader landscape in which we operate. These insights now shape our strategic priorities and guide our sustainability agenda. We're excited to share our 2024 performance across these key topics—ensuring our efforts drive meaningful impact where it matters most.

Putting Governance and Metrics in Action

We formalized our sustainability governance through a structured setup to ensure oversight and accountability. A key element is our Sustainability Advisory Board, bringing in external experts for independent guidance. This strengthens our focus, innovation, and alignment with stakeholder expectations.

We also implemented a KPI framework to track, measure, and improve performance. Based on industry standards and tailored to SePRO's priorities, it supports early risk identification, better decisions, and meaningful impact.

Our Focus Ahead

Approach

Building on a strong foundation, SePRO is advancing into a phase of accelerated progress—one driven by bold action, focused execution, and impact. We have defined clear sustainability goals, and now we're moving ahead to bring them to life. Our focus is on implementation: transforming ambition into measurable outcomes through targeted initiatives, smarter processes, and strategic partnerships.

Sustainability isn't just a guiding principle—it's a growth engine. It shapes how we operate, innovate, and lead. As we scale our restoration efforts and invest in digital innovation, we're opening new opportunities to enhance impact and efficiency. We will advance data monitoring and embed sustainability deeper across our business to move from strategy to impact—faster and more effectively.

Beyond the strategy itself, we are pursuing bold, high-impact business opportunities that will multiply our positive footprint. Large-scale restoration projects will unlock new ecosystems, new

communities, and new possibilities. Our growing digital solutions will transform the way we monitor and manage water, driving smarter decisions and real-time action.

Another core part of our focus is bringing the industry and key stakeholders together to accelerate action. We believe that collaboration is essential to solving complex environmental challenges at scale. By fostering stronger partnerships—with public agencies, academic researchers, NGOs, and private sector leaders—we aim to align efforts, share knowledge, and build momentum for meaningful change. Through collaborative engagement and shared purpose, SePRO is helping to drive a more unified and impactful approach to environment restoration and sustainability.

We're acting on our commitments, expanding our reach, and driving sustainability as a catalyst for long-term growth, resilience, and leadership. By continuously aligning business success with environmental restoration, SePRO is building a future where impact scales with every step forward—benefiting communities, and environments.

Our Key Priorities

Advancing Water Conservation and Ecosystem Restoration

As we scale our efforts in water conservation, restoration, and biodiversity protection, our ability to drive meaningful impact grows. By expanding our restoration initiatives and developing innovative solutions for impaired water bodies and land use, we can restore more acres, reach more communities, and strengthen ecosystem resilience at a meaningful scale. By working closely with partners, we're turning scale into sustained environmental progress—restoring more, protecting more.

Strengthening Employee Engagement and Culture

Recognizing that a strong, engaged workforce is essential to our success, SePRO will continue to foster a high-performance culture. We will implement initiatives that align our employees' efforts with our mission, strengthen our delivery capabilities and engage all employees in driving sustainability forward.

Strengthening Collaboration & Environmental Leadership

SePRO is deepening collaboration across the water and land ecosystem to drive greater impact. We are expanding partnerships with NGOs, businesses, public institutions, and policymakers to raise awareness and shape the sustainability narrative. SePRO will champion science-based solutions by engaging in collaborative engagement, sharing high-quality data, and collaborating closely with researchers.



Hydrilla Management

Connecticut River

95%

Hydrilla control

10

Infested lakes in next phase

Fighting a Unique and Urgent Invasive Threat

Spanning New England, the Connecticut River is battling one of the region's most severe aquatic plant invasions, with a unique strain of hydrilla now covering more than 1,000 acres. In 2024, demonstration treatments were launched to guide large-scale management and potential eradication. Early results are promising: Keeney Cove and

Chapman Pond achieved 95% control, and efforts are expanding across ten lakes. This project underscores the need for earlier, coordinated action among industry, state and federal agencies, and academic institutions to prevent similar threats before they escalate.



Phosphorus Mitigation & Water Quality

Moses Lake

6,800

Acres

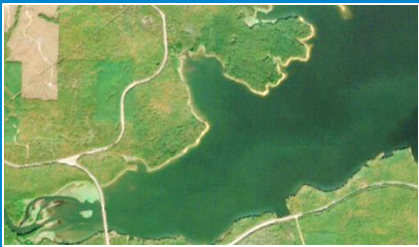
-42%

Bottom water phosphorus

Restoring Water Quality at Scale

Moses Lake, a 6,800-acre lake in Washington State, has long struggled with poor water quality and harmful algal blooms fuelled by high phosphorus levels. In 2024, restoration efforts targeted both inflow and sediment sources. Treatments at Rocky Ford Creek cut phosphorus by 45%, while in-lake applications sequestered up to >12,800 pounds of

mobile phosphorus. Early results show a 21% drop in surface water phosphorus and a 42% decrease in bottom waters. The project is shaping long-term strategies to restore lake health and protect vital water resources and communities.



Hydrilla Management

Lake Maumelle

-63%

Hydrilla tuber density

Long-term

Objective to fully control

Protecting Drinking Water Resources

Lake Maumelle, a vital drinking water source for 500,000 people near Little Rock, Arkansas, faced a major threat from a dense hydrilla infestation. In 2024, Central Arkansas Water and SePRO launched a precision herbicide program to remove the invasive plant without affecting water quality. Early results show a 63% reduction in hydrilla tuber

density, with no hydrilla detected at the end of the 2023 and 2024 seasons. Continued adaptive management will focus on fully depleting the tuber bank, securing long-term water quality and ensuring a balanced ecosystem.



Vegetation Management

Naples

14.2 miles

Roadway landscaping

-40%

Trimming requirements

Enhancing Efficiency and Sustainability

In Naples, Florida, SePRO partnered with a landscape contractor to manage 14.2 miles of roadside vegetation in a prominent residential community. Using a precision application of plant growth regulators (Cutless® G and QuickStop®), the team significantly reduced trimming frequency, fuel use, and disposal costs—while improving plant

health and workforce safety. The project highlights how sustainable landscape practices can deliver measurable environmental and operational benefits at scale.

Fighting a Unique and Urgent Invasive Threat – Connecticut River Hydrilla Management

Overview

The Connecticut River — New England's longest river — is facing the worst aquatic plant invasion in the northeastern United States. Over 1,000 acres have been infested by a unique strain of hydrilla not found anywhere else in the country. Left unmanaged, this aggressive invader threatens drinking water supplies, recreation, fisheries, and native ecosystems. Surveys conducted in 2019 and 2020 across Connecticut and Massachusetts waters confirmed the worst: hydrilla is spreading — and the risk of it reaching other regional waterbodies is significant. Hydrilla fragments, easily caught on boats and trailers, can sprout roots and quickly establish new infestations. Fragments also float and travel with wind and water currents, making containment a major challenge. Given the Connecticut River's importance as an environmental treasure and key driver of the local economy, stakeholders have rallied behind the need for a targeted and intensive eradication and management program.

Our Approach

In 2024, an ambitious set of demonstration treatments was launched to directly combat the hydrilla infestation. The lessons learned from these demonstration sites will guide larger-scale management efforts — and, perhaps someday, lead to the full eradication of hydrilla from the system.

Key 2024 Highlights

- 5 herbicide treatment demonstrations conducted in the river, including two using ProcellaCOR® technology. Post-treatment monitoring will continue for 2+ years
- Keeney Cove (60 acres) achieved 95% hydrilla control using ProcellaCOR® treatments — with the added benefit of controlling water chestnut infestations. Chapman Pond (60 acres) also reached 95% hydrilla control, allowing for the expansion of native eelgrass
- 10 lakes across Connecticut confirmed to be infested with this new hydrilla strain — many now actively managed using SePRO aquatic technologies to prevent further spread

The Bigger Picture

The Connecticut River project isn't just a battle against a plant; it's a proven model for science-driven innovation and sustainable water resource protection. The river plays a critical role in regional flood control. The unchecked spread of hydrilla threatens to undermine that function, posing serious threats to public safety and infrastructure. Success in this effort will serve as a national blueprint for safeguarding vital waterways against invasive species. It also underscores the need for earlier, coordinated action among industry, state and federal agencies, and academic institutions to prevent similar threats before they escalate.



Pre-treatment



Post-treatment

Connecticut River
USA, North East

95%

Hydrilla control achieved

10 Lakes

Confirmed to be infested with this new hydrilla strain are in scope for the next phase

Restoring Water Quality at Scale – Moses Lake Phosphorus Mitigation

Overview

Moses Lake, a 6,800-acre shallow waterbody in Washington State, has long struggled with poor water quality and harmful algal blooms (HABs), threatening recreation, local economies, and the health of the aquatic ecosystem. High phosphorus levels, driven largely by internal loading from lake sediments and inflows like Rocky Ford Creek, were the primary cause of water quality issues. Recognizing the urgency, the Columbia Basin Conservation District spearheaded efforts to secure federal support, resulting in \$3.1 million in Community Project Funding championed by Representative Dan Newhouse.

Our Approach

The Moses Lake restoration program took a two-pronged strategy: address both inflow phosphorus and in-lake sediment phosphorus to achieve measurable, lasting improvements. By removing 12,800 pounds of phosphorus from the lake, the project prevented the potential growth of approximately 6.4 million pounds of algae—demonstrating the powerful impact of targeted nutrient mitigation on ecosystem health.

What We Are Seeing: The Early Results are Promising

- Surface water total phosphorus dropped by 21% compared to 2023 levels
- Bottom water total phosphorus decreased by 42%
- Sediment releasable phosphorus declined by 26% within just four months of treatment
- Residents observed clearer water, fewer algal blooms, and no beach closures during peak summer holidays — a major milestone compared to prior years

Key Actions

Mitigating inflow phosphorus at Rocky Ford Creek: SePRO's Automated Treatment Technology (SATT) system was installed for real-time nutrient monitoring, and EutroSORB® WC, a high-efficiency phosphorus binder, was deployed. Over the summer, more than 2,800 pounds of phosphorus were mitigated, resulting in an average 45% reduction in ortho-phosphorus concentrations as water flowed downstream.

Reducing sediment phosphorus within Moses Lake: In June 2024, 2,083 acres of lake bottom were treated with EutroSORB® G, a lanthanum-modified bentonite designed to sequester mobile phosphorus. Crews using five boats completed the treatment across 16 zones in just eight days, targeting the sequestration of up to 10,000 pounds of phosphorus from the lake sediments.



Moses Lake
USA, Washington State

6,800

Acre shallow lake with high phosphorus levels

42%

Decrease in bottom water phosphorus

Protecting Drinking Water Resources – Lake Maumelle Hydrilla Management

Overview

Lake Maumelle, a vital drinking water reservoir serving approximately 500,000 people in and around Little Rock, Arkansas, faced a serious threat: a dense infestation of hydrilla, the most destructive aquatic plant in North America. If left unmanaged, hydrilla could degrade water quality and complicate the treatment of drinking water for the region.

This challenge mirrors broader issues across the United States, where hydrilla is continuing to spread, creating negative ecological and economic impacts. In Lake Maumelle, the infestation of a public reservoir raised urgent concerns for both environmental and public health.

Our Approach

A strong collaboration between Central Arkansas Water (CAW) and SePRO has been critical to managing the threat. Together, the partners are focused on removing invasive hydrilla without compromising drinking water quality – a balancing act requiring precision and innovation.

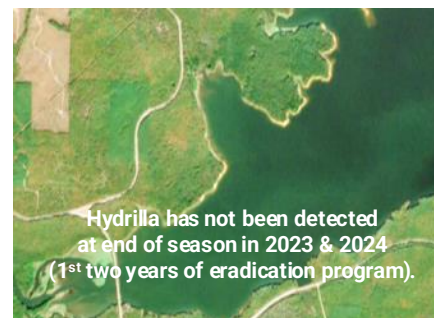
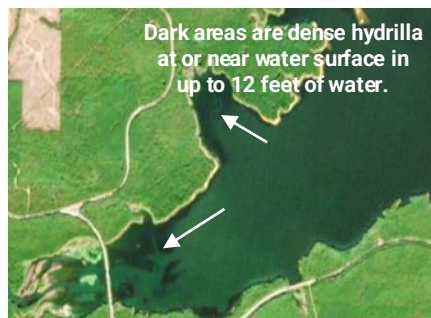
Key Achievements So Far

- Deployed multiple formulations and precision low-dose strategies of Sonar® Aquatic Herbicide to establish two full years of hydrilla control
- Achieved a 63% reduction in hydrilla tuber density within lake sediments since the start of the eradication program

The Road Ahead

Continued adaptive management will be essential. Over the coming years, efforts will focus on fully depleting the hydrilla tuber bank, achieving complete eradication, and eliminating the long-term threat hydrilla poses to reservoir water quality.

Lake Maumelle's management program stands as an important model for protecting drinking water supplies from invasive species while maintaining environmental stewardship.



Lake Maumelle
USA, Arkansas

63%

Reduction in hydrilla tuber density

Enhancing Efficiency and Sustainability in Landscape Management – Naples, FL

The Challenge

A leading landscape services provider in Naples, Florida, faced a complex challenge: maintaining 14.2 miles of roadway landscaping in a high-profile residential community. Amid rising fuel, labor, and disposal costs—and with growing attention to team safety—they sought a more efficient, sustainable way to manage plant growth without compromising aesthetics or plant health.

Our Approach

SePRO partnered with the landscaping team to deploy a precision growth regulation strategy, combining Cutless® G and Cutless® QuickStop. The approach focused on applying the right product, in the right place, at the right rate—delivering targeted growth control while promoting healthy, attractive vegetation.

The Road Ahead

This Naples success story demonstrates that sustainability and operational efficiency go hand-in-hand for SePRO. Looking ahead, SePRO is expanding its support for landscape contractors aiming to cut emissions, reduce costs, and improve workforce safety by scaling up proven plant growth regulator (PGR) programs for large properties.

Key Achievements So Far

The team applied a targeted combination of Cutless® G and Cutless® QuickStop to manage plant growth effectively—slowing regrowth in dense shrub areas and addressing rapid growth zones with precision. Efforts focused on optimizing material use, improving application timing, and ensuring safe, efficient operations through field team training.

Purpose-driven and positive results

- Fewer trimming cycles across the entire 14.2-mile stretch
- Reduced hauling and dumping needs—lowering fuel use and landfill contributions
- Tangible savings in labor, equipment wear, and disposal costs
- Healthier shrubs and hedges, with fewer signs of plant stress
- Safer working conditions with less exposure to loud tools and extreme temperatures



Naples
USA, Florida

14.2

Miles of roadway
landscaping

-40%

Trimming
requirements

-20%

Green waste
disposal fees

31,000 lbs

Green waste disposal
fees

Our Sustainability Strategy

Enabling Nature and People to Thrive—Together

At SePRO, we take a holistic view of sustainability—recognizing that while the environment and ecosystems are at the core of our business, our impact extends far beyond. As we restore natural ecosystems, we also help create the conditions for people, communities, and stakeholders to thrive within them.

Our sustainability strategy is built around three pillars: Natural Resources, People & Products, and Accountability & Stewardship. It reflects our belief that protecting the environment and supporting the people who depend on it must go hand in hand.

“ A thriving planet needs thriving people. Our sustainability goals are built to support both—because long-term impact starts with balance ”

- Under **Natural Resources**, we focus on environmental restoration, biodiversity protection, water quality improvement, resource efficiency, and reducing emissions over time.
- Through **People & Products**, we invest in employee health, wellbeing, and engagement, while also advancing product innovation, safety, and performance.
- Within **Accountability & Stewardship**, we are strengthening supplier practices and governance structures to ensure trust, accountability, and responsible growth.

Each goal—whether already in motion or still being developed—supports our commitment to measurable progress and long-term impact. With all players in mind, from nature to people, we’ve designed a strategy that helps ecosystems flourish and enables those around them to do the same. We recognize that some of our sustainability targets are still evolving, particularly when it comes to defining specific metrics and measurement approaches. Because we value accountability and trust, we are committed to building clarity and robustness into our targets over the next 1–2 years. We build on our strengths, ensuring continuous improvement in the areas where we already lead, while also laying the groundwork for new commitments that will drive future impact.

Some goals require us to refine and enhance what we do best, while others push us into new territory. In all areas, we keep moving forward—because progress is what drives us. Through this approach, we provide our stakeholders, partners, and the public with the accountability they deserve, while making sure that SePRO focuses on what matters most and where we can achieve the greatest impact.

Our Sustainability Goals

	Targets	2024 Progress	Status
Natural Resources			
Environmental Restoration	Facilitate restoration of 20M acres by 2030 through our technology and expertise	~1.4M acres in 2024	
	Collaborate with partners to restore and protect 50,000 waterbodies by 2030	5,900 waterbodies in 2024	
Biodiversity/ Habitat Restoration	Promote and enhance biodiversity through the use of our products by selectively removing harmful or invasive aquatic species that degrade habitat	Extensive internal and external studies confirm that SePRO products have negligible impacts on naturally occurring species and promote ecosystem health and native biodiversity by effectively removing threats from pollution and alien invasive species	
	Establish robust methods & metrics to track biodiversity, and help advance industry standards by providing technology-driven tools and frameworks	Standardized measurements are not yet in place. 2025 and 2026 will focus on bringing together or developing technology to further advance	
Resource Efficiency	Continue to reduce energy intensity within SePRO's own operations, measured as energy consumption per dollar of revenue	Standardized tracking to be implemented. The first data collection for this metric began in 2024 to lay the groundwork for measurable progress	
Energy Innovation	Net Zero by 2050	First carbon footprint assessment in 2024; Decarbonization levers to be defined in coming 1-2 years	
People & Products			
Employee Health & Safety	Establish Health & Safety Management System	Implementation of Health & Safety Management System is underway	
Culture, Employee Well-being & Development	From 2026 onwards, achieve ≥85% favorable responses in the annual Employee Survey across each key category	2024 survey results ranged from 83% to 88% across key categories	
	Maintain employee turnover below 17% per year	12%	
Product Design, Innovation, Quality & Safety	Continue improving treatment performance and monitoring—for effectiveness and identification of environmental issues—through R&D and digital solutions	Work on digital solutions started, with a focus on monitoring and tracking treatment efficiency and outcomes over time, among other capabilities	
	Maintain 0 product recalls per year	0 product recalls	
Accountability & Stewardship			
Supply Chain Management	By end of '25, engage suppliers in a Supplier Code of Conduct. For existing suppliers, we aim for support from 50% by end of '26 and full alignment by end of '27	Action kicks off in 2025 to finalize the Supplier Code of Conduct and begin engaging new suppliers	

Our Carbon Footprint

In 2024, we conducted our first-ever carbon footprint assessment, setting a critical baseline for our sustainability goals and future impact. As expected for our industry, the majority of our emissions stem from our supply chain, especially raw materials and the transport of goods. This assessment is more than just data—it’s a roadmap for action.

By understanding where our biggest impacts lie, we can focus on the areas that matter most, driving meaningful change and shaping a more sustainable future.

Our Own Operations

Scope 1 emissions from SePRO’s own operations are relatively low, primarily originating from manufacturing operations in SePRO facilities. With a strong presence in the U.S., our localized manufacturing approach not only supports the domestic economy but also contributes to lower transportation-related emissions.

As SePRO does not engage in high-emission industrial activities such as upstream raw material processing or synthesis operations, our operational emissions account for approximately 6.6% of our total carbon footprint.

We remain focused on continuous improvement within our direct operations—optimizing processes to reduce waste, lower emissions, and enhance overall energy efficiency.

Value Chain

A significant portion of SePRO’s carbon footprint is associated with our supply chain and the broader product lifecycle. While our solutions deliver net positive environmental benefits, the direct emissions from purchased goods and services, represent approximately 75% of our overall footprint.

Our Pathway Ahead

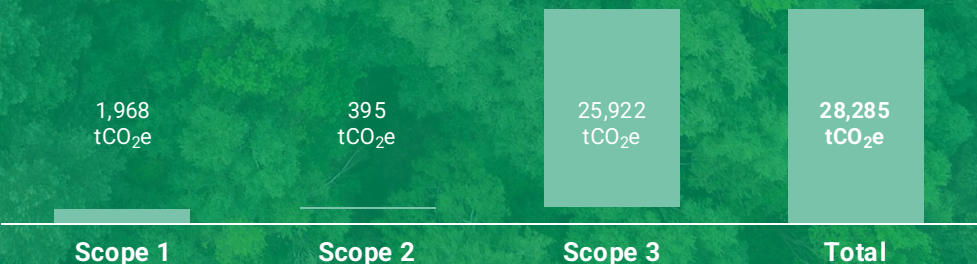
As the majority of SePRO’s carbon footprint originates from our supply chain, collaboration across the value chain is essential to accelerating our impact. We are actively partnering with suppliers, customers and research institutions to optimize processes and reduce emissions. This includes developing products with lower emission intensity and sourcing more sustainable raw materials.

Science-led innovation remains central to our approach. By expanding our portfolio of low-carbon solutions and advancing technologies that help prevent harmful algal blooms, we are reducing methane emissions associated with bloom decomposition and contributing to improved water quality. In parallel, SePRO is beginning to explore circular economy principles to further reduce material waste and minimize emissions associated with resource use and disposal.

While our supply chain is a primary focus, we are also committed to reducing emissions from our own operations. This includes optimizing facilities and processes to enhance efficiency and minimize our operational footprint.

Priority actions include improving production efficiency and increasing the use of renewable energy. We are also evaluating opportunities to replace fossil-fuel-based processes—for example, by transitioning to renewable energy sources—further reinforcing our commitment to a more sustainable future.

SePRO’s Carbon Footprint



Materiality Assessment

Focusing On What Matters

Directly linking our sustainability priorities to the most critical factors impacting our business is essential for driving financial success and enhancing resilience.

Our materiality assessment serves as a key strategic instrument, enabling us to identify and prioritize the issues that significantly influence our operational and financial performance. By carefully considering both risks and opportunities, we ensure that our sustainability strategy strengthens our business foundations and supports long-term growth and customer engagement.

Staying attuned to shifting market conditions, evolving regulations, and stakeholder priorities enables SePRO to remain responsive and forward-looking in its approach.

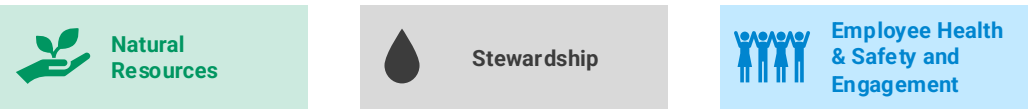
Leveraging internal expertise and external perspectives ensures our sustainability strategy is proactive, relevant, and integrated into decision-making, thus effectively managing risks and capturing opportunities to create lasting value.

How We Assess Materiality

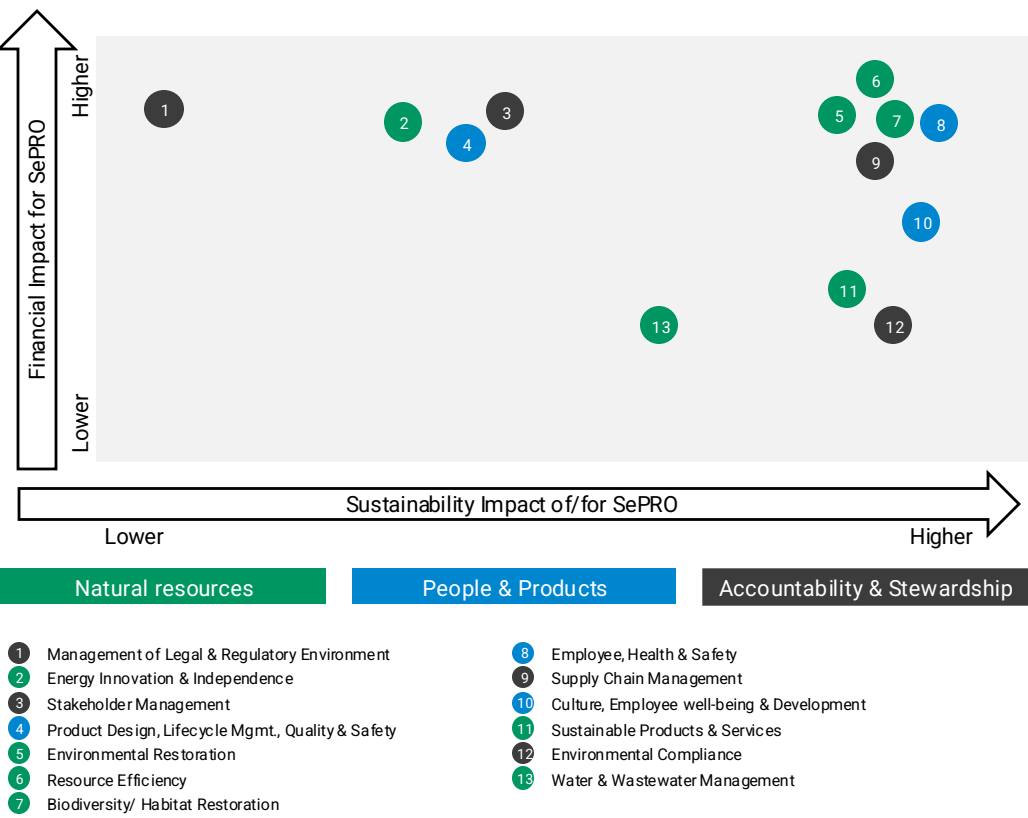
Our materiality assessment utilizes a systematic, multi-phase approach to comprehensively identify and evaluate key sustainability priorities throughout our organization.



Key Themes



SePRO's Materiality Map



Guiding Our Action

Meaningful impact requires both ambition and accountability. Our targets are designed to demonstrate a strong commitment to sustainability while ensuring they remain grounded in operational and strategic reality. We aim to set goals that are both forward-thinking and achievable, striking a balance between proof of progress and long-term ambition.

Every commitment undergoes a thorough evaluation to ensure it aligns with our business objectives and has a clear, positive impact. We carefully assess feasibility, considering financial, operational and environmental factors to make

sure our goals drive real change. By prioritizing strategic realism, we avoid setting targets that are unattainable or impractical, reinforcing accountability with our stakeholders.

This focus on credibility, accountability and tangible action is exactly what defines our customer relationships. Our partners appreciate that we don't just talk—we take measurable steps to deliver real results. This trust is the foundation of our success, ensuring that SePRO remains a respected and valued leader in the market.



Natural Resources

SePRO is committed to protecting and restoring the environment through responsible resource management, energy efficiency, and conservation. The company integrates sustainability by aligning with resource goals and preserving biodiversity in water bodies and on land. By improving energy use and reducing environmental impact, SePRO ensures sustainable growth while reinforcing its leadership in environmental stewardship.



People & Products

SePRO fosters a high-performance culture that prioritizes employee well-being, safety and development. The company prioritizes professional development, employee engagement and continuous improvement to cultivate a high-performing work environment. By promoting health & safety and talent growth, SePRO strengthens its foundation and long-term success. It also extends its commitment beyond employees by engaging stakeholders through education and industry collaboration.



Accountability & Stewardship

SePRO embeds accountability in its supply chain, regulatory compliance and product stewardship to ensure credibility and trust. It sets clear supplier expectations, maintains strict product standards and actively engages in regulatory conversations. By aligning with industry best practices and promoting shared responsibility, SePRO reinforces its credibility and long-term sustainability leadership.

Natural Resources

Natural resources—both water and land—are essential to healthy ecosystems, resilient agriculture, economic growth and thriving communities. Yet, they face growing threats from pollution, invasive species, warming climate, and unsustainable practices.

At SePRO, we are committed to protecting and enhancing these vital resources. We recognize that well-managed lakes, waterways and landscapes are not only crucial for environmental health and food production but also for recreation, tourism and economic vitality. Clean water and fertile land support vibrant communities, power local economies, and create opportunities for fishing, hunting, hiking, and other outdoor activities that generate significant revenue for surrounding communities.

By restoring water quality, managing harmful algal blooms, and protecting native biodiversity, SePRO helps ensure that lakes, rivers, and reservoirs remain valuable natural assets for future generations. On land, we're advancing innovative solutions in specialty crop production—bringing novel products to cotton, vegetable, fruit and nut crops that enhance yield and quality. Our work in turf and plant growth regulation, disease prevention and weed management also supports healthier, more resilient agricultural and recreational landscapes.

SePRO is scaling its impact across both water and land systems. Through science-backed water management, sustainable crop solutions, strategic partnerships and innovative technologies, we are committed to restoring impaired environments, enhancing biodiversity and supporting the long-term health of natural ecosystems.

Our mission is clear: cleaner water, healthier crops, thriving recreational spaces and stronger communities—economically and ecologically.



Restoring Water at Scale

SePRO is the leader in water restoration, addressing the most complex water quality challenges at scale. By combining proprietary technologies with on-the-ground field expertise and diagnostics, we deliver effective, science-based solutions across diverse water bodies. Our scalable model, centered on Assessment, Prescription, and Implementation, has enabled the restoration of thousands of impaired acres year after year. With a proven ability to deliver measurable and repeatable outcomes, SePRO is uniquely positioned to broaden its impact in the years ahead. SePRO is setting a new standard for sustainable restoration—long-term, large-scale, and results-driven.



Enhancing Ecosystem Health in Water and on Land

SePRO's products are environmentally friendly and designed to selectively target only the harmful or nuisance species—whether in water or on land. By analyzing each challenge in detail, we deliver tailored solutions that treat the problem without disrupting surrounding ecosystems. From aquatic environments to specialty crops and turf, our solutions protect what matters most while enhancing performance and resilience. Our approach to managing invasive species—both aquatic and terrestrial—helps preserve the natural balance of local ecosystems and supports long-term environmental health.



Cutting Emissions by Cleaning Water

Algal blooms don't just harm water quality—they're also hidden carbon emitters. As they grow, they absorb CO₂, but when they die and decompose, they release CO₂ and methane, contributing to warmer climate. SePRO's solutions break this cycle. Our treatment triggers Programmed Cell Death in harmful algae, causing biomass to sink and be stored in sediment instead of decomposing and releasing greenhouse gases. This removes carbon from the atmosphere while restoring balanced ecosystems. To expand these efforts, SePRO is measuring and validating the carbon sequestration impact of our treatments to generate carbon credits. By quantifying these benefits, we aim to create new funding opportunities for stakeholders to restore more water bodies.



Reducing our Footprint

For the first time, SePRO has mapped its carbon footprint across Scope 1, 2, and 3, totalling 28,285 tCO₂e—with 92% of emissions concentrated in Scope 3. This assessment marks a crucial step in our sustainability journey, serving as the foundation for targeted decarbonization strategies. We're committed to lowering our footprint, identifying key levers to drive meaningful reductions.

Advancing Biodiversity, Aligning with Global Targets

SePRO supports the Convention on Biological Diversity Goals by restoring ecosystems, protecting native species, and promoting sustainable water and land use through science-backed solutions.

#	Global Biodiversity Framework – Selected 2030 Targets	SePRO Impact
2	Restore 30% of all Degraded Ecosystems	SePRO is contributing to ecosystem restoration through science-based solutions, aiming to facilitate restoration of 20 million acres by 2030.
3	Conserve 30% of Land, Waters and Seas	We are strengthening our diagnostics capabilities to better highlight the scale of habitat challenges and measure the effectiveness of our interventions—enabling us to more precisely quantify our contribution to this global goal.
6	Reduce the Introduction of Invasive Alien Species by 50% and Minimize their Impact	SePRO offers targeted solutions for invasive species like hydrilla, helping reduce their spread while protecting native species. In 2024, for example, our Connecticut River project achieved 95% hydrilla control.
7	Reduce Pollution to Levels that are not Harmful to Biodiversity	Through water quality products, such as those that manage phosphorus, SePRO helps lower pollutant levels in aquatic ecosystems and supports species resilience.
8	Minimize the Impacts of Climate Change on Biodiversity and Build Resilience	By controlling harmful algal blooms, SePRO helps reduce ecosystem stress. Our agriculture products improve land use efficiency, enabling more land to be preserved for biodiversity and supporting greater climate resilience.
10	Enhance Biodiversity and Sustainability in Agriculture, Aquaculture, Fisheries, and Forestry	SePRO delivers precision-driven aquatic and land products with negligible impacts when used as directed. Our technologies support biodiversity by sustainably managing harmful species and improving crop performance.
11	Restore, Maintain and Enhance Nature's Contributions to People	By improving water quality through prevention and treatment, SePRO contributes to healthier ecosystems that provide lasting benefits to people and communities.
13	Increase the Sharing of Benefits from Genetic Resources, Digital Sequence Information and Traditional Knowledge	SePRO is building on its relationships with stakeholders across water and land management to expand its impact in the field of biodiversity. Drawing on this foundation, we will extend our collaboration with public institutions, NGOs, academia, and industry partners to include biodiversity-focused initiatives. Together, we aim to co-develop common standards and practical measurement approaches that can be adopted. In parallel, SePRO is developing customer-facing digital tools that simplify biodiversity tracking and enable more informed action. These efforts will be supported by expanded education and knowledge-sharing programs, ensuring stakeholders have access to the latest science and insights. By broadening our engagement and leveraging our existing networks, SePRO is helping to create a more connected and data-driven approach to habitat protection.
20	Strengthen Capacity-Building, Technology Transfer, and Scientific and Technical Cooperation for Biodiversity	
21	Ensure that Knowledge is Available and Accessible to Guide Biodiversity Action	
22	Ensure Participation in Decision-Making and Access to Justice and Information Related to Biodiversity for all	

Purpose-Driven Work

Contributing to meaningful solutions that protect, preserve and restore the environment

Safety & Well-Being

Prioritizing a safe and healthy work environment for all employees

Growth & Development

Investing in continuous learning and professional development for our people

Empowering People to Drive Impact

At SePRO, our success is built on the expertise, dedication, and innovation of our people. We are committed to fostering a collaborative and purpose-driven work environment where employees are empowered to make a meaningful impact on water and land sustainability.

We prioritize safety and well-being, ensuring that every team member operates in a secure and supportive environment. Our commitment to continuous learning and professional development enables employees to expand their skills, stay at the forefront of industry advancements, and drive innovation in water science and sustainable solutions. By investing in growth, we not only strengthen our teams but also enhance the long-term impact of our work.

Collaboration is key to our approach. We work closely with customers, research institutions, and industry partners, fostering an environment where knowledge-sharing and teamwork lead to breakthrough solutions. This collaborative spirit ensures that our products and services address real-world challenges and deliver measurable environmental benefits.

With integrity at the core of our operations, we uphold the highest standards of fairness and accountability in every decision. Our employees are encouraged to take initiative, share ideas, and play an active role in shaping the future of resource efficiency.

SePRO is more than just a workplace—it's a mission-driven community where every individual contributes to protecting and restoring natural resources while advancing their careers in a meaningful and rewarding way. Together, we are building a culture of excellence, responsibility, and impact that benefits both people and the planet.

Stewardship

Caring for the environment and ensuring a sustainable future through responsible actions

Partnership

Collaborating closely with customers, colleagues, and the industry to create lasting, science-driven solutions

Excellence

Striving for the highest quality in everything we do by continuously innovating our products and services

Integrity

Upholding fairness, and trust to ensure accountability and responsible decision-making at every level

Building a Workforce for Lasting Solutions

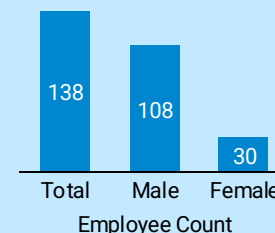


Adam Hemmings
Chief Human Resources and Sustainability Officer

*At SePRO, our mission is at the center of everything we do. Every employee plays a critical role in shaping a sustainable future and delivering on our promise to **Protect, Preserve and Restore The Environment.***

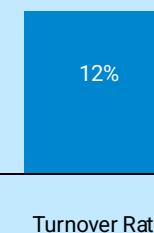
1.53

Total Recordable Incident Rate (TRIR)



87%

Employee Engagement Score¹



1. The employee engagement score is derived from a composite of survey questions that assess employees' commitment to and connection with the organization. The survey is conducted by an independent consulting firm that specializes in organizational performance and employee engagement.

Ensuring Integrity

Strong governance drives our success. Guided by our core values of professionalism, integrity, and excellence, we uphold the highest standards of ethics, accountability, and compliance, ensuring responsible decision-making. Our governance framework safeguards regulatory commitments, risk management, and stakeholder trust.

Corporate Governance Structure

SePRO's Board of Directors provides strategic oversight, ensuring sustainable growth and regulatory adherence. Supported by shareholder representatives, the Board monitors risks and strengthens accountability.

Our Executive Leadership Team integrates governance principles into daily operations, fostering continuous improvement, innovation and compliance to ensure long-term impact.

Commitment to Compliance & Ethics

SePRO's Code of Conduct sets clear expectations for ethical behavior, guiding interactions with employees, customers, and partners. We enforce strict legal, environmental and financial compliance policies, embedding accountability at all levels.

Through training, audits and reporting mechanisms, we ensure employees are equipped to manage risks and uphold ethical responsibilities.

Risk Management & Stakeholder Engagement

SePRO's risk assessment framework identifies and mitigates business, regulatory, and environmental risks, ensuring resilience. We monitor market conditions and regulatory changes, proactively safeguarding our future.

Stakeholder engagement is key to our governance efforts. We collaborate with investors, regulators, community and industry partners to align with global best practices.

Driving Long-Term Impact

Our governance is about more than compliance—it's about creating long-term value. Through strong oversight, ethical leadership, and continuous improvement, SePRO remains committed to innovation, sustainability and environmental stewardship.

Commitment to Integrity: Driving Engagement and Responsible Governance

At SePRO, integrity and engagement shape how we lead. We seek to uphold the highest standards, ensuring strong oversight, ethical decision-making and accountability. Through active stakeholder engagement, we strengthen our ability to navigate challenges, mitigate risks, and align with industry best practices. This commitment builds trust with investors and partners while ensuring that our decisions drive meaningful environmental stewardship.

Driving Effective Governance Oversight

Board of Directors

SePRO's experienced Board provides rigorous oversight and strategic challenge, ensuring the company stays on course for sustainable growth. With senior management, NEDs, and key shareholder representatives, the Board scrutinizes decisions, mitigates risks, and drives accountability to maintain strong performance.

Executive Leadership

SePRO's senior leadership team is highly experienced, with most executives having been with the company for decades. Their deep industry knowledge and proven business acumen reflect a strong track record of navigating market challenges and driving sustainable growth.

Ownership Oversight

SePRO's shareholders play a vital role in guiding SePRO's strategic direction and innovation. Beyond Board roles, they actively support SePRO by leveraging their extensive expertise and global networks to strengthen SePRO's market position and long-term success.

The Foundation of How We Lead

Ethical Leadership



Upholding honesty, fairness, and strong principles

Transparency



Ensuring open communication, accountability, and trust

Optimization



Driving innovation and efficiency to enhance our governance

Stewards of Water Days

Building Industry Expertise Through Hands-On Training

We are deeply committed to advancing the science and practice of water stewardship through education, collaboration, and innovation. Our *Stewards of Water – Advanced Skills Training* is an elite, hands-on learning experience designed for applicators and water managers seeking to elevate their technical expertise and professional impact. Hosted at our cutting-edge research and technology center in North Carolina, this immersive program blends classroom instruction with in-field demonstrations and interactive labs.

Participants gain advanced insights into aquatic plant and algae identification, diagnostic sampling and lab analysis techniques, integrated lake and pond management strategies, innovations in water quality restoration, and precision application techniques informed by real-world scenarios. Graduates of the program return home equipped with practical tools, exclusive resources, and a deeper connection to the science behind water stewardship—empowered to lead confidently and deliver greater value to their clients and communities.

Each year, we bring the broader water community together to connect, exchange knowledge, and shape the future of water management. More than just showcasing our technologies, these gatherings serve as a platform for mutual learning, providing valuable feedback and sparking new ideas.

This vibrant exchange strengthens our commitment to continuous innovation and ensures we remain aligned with the evolving needs of the industry and our customers. Through these initiatives, SePRO is proud to invest in the future of water stewardship—empowering professionals, advancing science, and supporting communities for generations to come.

Showcasing Impact: 2024 Event Highlights

Participation

Over **185 participants** from over **60 companies**, including over 155 new attendees to the training

Submissions

Continuing Education units **submitted to 32 States** covering 140 attendees

Science to Succeed

Equipping Applicators with Technical Knowledge.



Stewardship in Motion

From Learning to Leading in the Field.



Diagnostics

From Lab to the Lake—Data enables Action.



Experts

Leading With Knowledge. Protecting What Matters.



Sustainability Governance

Sustainability is a shared responsibility across the entire organization. While the governance structure provides oversight and streamlines processes, every individual in the company plays an active role in driving sustainable practices.

At SePRO, the Sustainability Advisory Board plays a vital role within our governance framework. By incorporating external expertise, the Board helps us uphold the highest sustainability standards and stay ahead of industry trends. Its members bring deep knowledge and critical perspective, pushing SePRO to continuously innovate. Their contributions are instrumental in shaping our strategy for innovation, stakeholder engagement, and forward-thinking research.

We take great pride in our collaboration with such a distinguished Sustainability Advisory Board.

Demonstrating its significance within our organization, the board is led by the Chairman of the Board of Directors, Ed Daniels.

Our Sustainability Advisors



Teresa Christopher
Senior Executive & Policy Maker



Walter Jetz
Global Biodiversity Expert



Mary Gade
President, Gade Environmental Group



Rebecca Sanders
Executive Director, Clean Energy Jobs & Justice Fund

At SePRO, sustainability isn't just a part of our strategy—it's at the core of everything we do. We've established a robust governance structure, comprised of four key bodies, to ensure sustainability is embedded in every facet of our operations. Each group is tasked with specific roles that transform sustainability from a concept into concrete daily actions. This structure ensures that all voices are heard, and sustainability considerations are integrated into our decision-making processes.

Brings together external experts with our leaders to stay at the forefront of sustainability practices and innovate across all aspects of our business



Sustainability Advisory Board



Board of Directors

Entrusted with the strategic oversight of all company activities, ensuring that sustainability remains a core and consistent priority across all agendas

Our Collaboration



Sustainability Executive Committee

Drives the day-to-day integration of sustainability into business operations by coordinating across functions, tracking progress, and supporting the delivery of our strategic objectives



Working Group

Focuses on the implementation of our sustainability strategies, ensuring regular, tangible actions that translate into meaningful outcomes

Sustainability Across Our Operations

Sustainability in our Core

As a conscientious enterprise deriving value from environmental stewardship, we understand that sustainability significantly impacts long-term financial performance and reputation.

Recognizing both the opportunities and risks it presents, we integrate sustainability thoroughly across all areas of our operations. This holistic approach ensures that our business is aligned with enduring stewardship and responsible practices, securing sustainable growth for the future.

Sustainability Risk Management

SePRO is committed to effectively managing sustainability challenges and leveraging related opportunities through structured actions. Our detailed approach to managing sustainability risks includes these key components:

- **Oversight:** See previous page.
- **Risk Evaluation and Strategy:** Our framework utilizes detailed processes for identifying, evaluating, and prioritizing environmental, social, and governance risks.
- **Risk Control Measures:** We implement multifaceted strategies to mitigate sustainability risks, incorporating rigorous technology testing and strict compliance standards.
- **Tracking and Documentation:** We are refining our tracking and documentation methods to ensure our sustainability practices are continuously improved.

We integrate sustainability into every operations facet, enhancing efficiency and ensuring resilience. By prioritizing responsible sourcing, customized engagement, and targeted treatments, we drive long-term success and significantly impact ecosystem sustainability. Our approach positions sustainability as a central driver of our value chain's stability and growth.

Value Chain



Our Approach

Select suppliers based on their commitment to quality and maintain strong partnerships for supply stability	Tailor customer interactions based on the unique customer needs	Develop precise treatment plans tailored to the specific conditions of watersheds and vegetations
---	---	---

Integrating Sustainability in Our Operations

Prioritize suppliers who demonstrate a strong commitment to responsible practices	Act as sustainable advisors with deep knowledge of each customer's historical interaction	Design comprehensive solutions that encompass both treatment and prevention to holistically address sustainability challenges
---	---	---

Our Sustainability Impact

Maintain a resilient supply chain with high-quality products, enabling fast responses to customer needs	Ensure products fit to deliver sustainable results, maximizing environmental benefits	Deliver treatments that have a lasting and beneficial impact on water and land ecosystems, aligning with strategic conservation goals
---	---	---

Joint efforts expedite transformation, leading to more robust solutions

Key Industry Partnerships



Aquatic Plant Management Society (APMS)

Advances aquatic plant and algae management through the exchange of scientific knowledge and best practices.



North American Lake Management Society (NALMS)

Forges partnerships among citizens, scientists and professionals to foster the management and protection of lakes and reservoirs – for today and tomorrow.



Responsible Industry for Sound Environment (RISE)

Champions for science-based solutions that support sustainable practices and enhance the health and well-being of communities and environments.

Measuring Progress, Creating Change

Our approach to sustainability is deeply rooted in data-driven insights. By harnessing data across all facets of our operations, we enable early trend detection and facilitate swift adjustments to our sustainability strategies. This robust data focus underpins our ability to track progress, ensuring that our initiatives align with our long-term goals.

Through comprehensive data collection and advanced analytics, we maintain a responsive sustainability program. This enables timely action while ensuring that our sustainability efforts are grounded in a strong foundation and aligned with our strategic objectives.

Natural Resources



20+
KPIs monitored

People & Products



15+
KPIs monitored

Accountability & Stewardship



10+
KPIs monitored

SDGs



Key Themes

- › Environmental impact from operations
- › Energy diversification
- › Sustainable offering
- › Employee health & safety
- › Development & turnover
- › Engagement & representation
- › Safety & environmental health
- › Data & cybersecurity
- › Stakeholder engagement



We are in the early stages of building our sustainability data foundation—laying the groundwork to convert future insights into strategic actions. As we strengthen our data capabilities, we will be better positioned to track impact, anticipate challenges, and set meaningful benchmarks to guide our journey toward a more sustainable future.

Kyle Beery, Vice President of Operations



Our Journey Ahead

Stewarding Environmental Health

As caretakers of the environment, we imagine a more resilient future—one where water and land sustain life, joy, and wellbeing for generations to come. This belief fuels our daily work and guides every step we take to improve the health of water and land ecosystems, while enhancing our own operational sustainability.

Our mission powers our ambition to grow. For SePRO, growth is not an end in itself—it's a pathway to greater impact. With every year, we aim to restore more acres of lakes, rivers, wetlands, and landscapes.

To make this possible, we are committed to developing groundbreaking solutions that enable our customers to do their work more effectively. From next-generation formulations to data platforms and digital tools, we are expanding the

precision, speed, and ease with which environmental stewardship can be achieved.

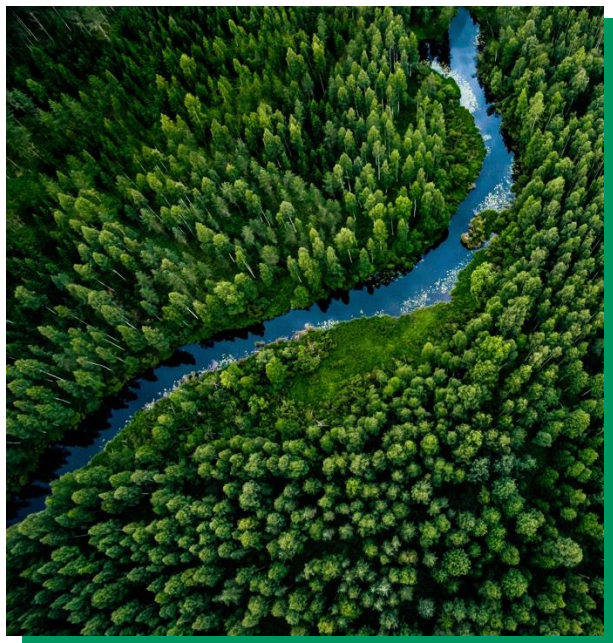
As a science-driven company, we combine cutting-edge technology with the deep expertise of our field teams. Our end-to-end platform continues to evolve—empowering our customers to adapt to environmental challenges.

We will further harness the power of data and advanced analytics to deliver actionable insights—driving smarter decisions and creating measurable, lasting environmental impact.

With three decades of experience, SePRO is proud to build on a strong foundation. We move forward with clarity, momentum, and commitment—restoring more, reaching further, and shaping a healthier, more sustainable future for all.



SePRO Carbon Footprint Assessment



28,285 tCO₂

Total Emissions

92%

Scope 3 Emissions

#	GHG category	tCO ₂ e	%
1-1	Company facilities	1,557	5.5%
1-2	Company vehicles	405	1.4%
1-3	Direct emissions from processes	0.0	0.0%
1-4	Direct fugitive emissions	6.5	0.0%
1-5	Direct emissions from agricultural sources	0.0	0.0%
2-1	Purchased indirect energy	386	1.4%
2-2	Indirect emissions	8.3	0.0%
3-1	Purchased goods and services	21,166	74.8%
3-2	Capital goods	389	1.4%
3-3	Fuel and energy related activities	483	1.7%
3-4	Upstream transportation and distribution	2,682	9.5%
3-5	Waste generated in operations	211	0.7%
3-6	Business travel	159	0.6%
3-7	Employee commuting	196	0.7%
3-8	Upstream leased assets	0.0	0.0%
	Other indirect emissions upstream	0.0	0.0%
3-9	Downstream transportation and distribution	27	0.1%
3-10	Processing of sold products	0.0	0.0%
3-11	Use of sold products	608	2.1%
3-12	End of life treatment of sold products	0.0	0.0%
3-13	Downstream leased assets	0.0	0.0%
3-14	Franchise	0.0	0.0%
3-15	Investments	0.0	0.0%
	Other indirect emissions downstream	0.0	0.0%

