

Making a lasting positive impact on society

Activity & Impact Report 2024



— THE —
SYENSQO
FUND

 King Baudouin
Foundation
Working together for a better society

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Foreword

The launch of the Syensqo Fund in 2024 marked a new era of impactful philanthropy for our company. It also translated a state of mind that is deeply rooted in our commitment to corporate citizenship, which can be traced back to the values upheld by our founder Ernest Solvay.

True to these values, we believe that progress is most meaningful when it lifts everyone. Syensqo is a science company, and technological innovation to advance humanity is at the core of our DNA. We know that innovation alone isn't enough – we have the responsibility to ensure that our breakthroughs are human and social, too. That belief is what led to the creation of the Syensqo Fund.

And these ideals translate into concrete action. Last year, the projects and initiatives supported by the Fund made a real difference in the lives of thousands of people around the world.

Through scholarships, mentorships, and learning initiatives, it promoted Science, Technology, Engineering, and Mathematics (STEM) education while also supporting employees in times of need. Additionally, it funded research programs that drive impactful solutions and contributed to global efforts for decarbonization and environmental preservation.

Of course, we are not alone in this journey. Our employees, partners and the communities we serve demonstrate every day a renewed dedication to making a difference. This report is a reflection of our support, the commitment of everyone involved, and a glimpse into the future we are striving to build together.



Dr. Ilham Kadri
Syensqo CEO



The Syensqo Fund

An activation of Syensqo’s mission to advance humanity and provide solutions to the world’s challenges, the Syensqo Fund, administered by the King Baudouin Foundation, supports projects that improve conditions for people and the planet in the countries where the company is present, and provides aid to employees coping with hardship. This philanthropic approach aims to make a lasting, positive difference in society by empowering initiatives aligned with four core pillars.



- 1

We **protect the planet** by championing bold initiatives that tackle climate change and drive environmental conservation.

Because sustainability isn’t an option, it’s a necessity.
- 2

We **nurture innovation** by accelerating the scientific research that will help us build a more sustainable and equitable world.

Because science holds the answers to society’s biggest challenges.
- 3

We **foster education** by helping shape the young talents of today into the pioneers of tomorrow.

Because education isn’t a privilege, it’s a right.
- 4

We put **solidarity** at the heart of everything we do, by supporting those facing hardship, whether our employees or the communities around our sites.

Because standing together in times of need strengthens both individuals and society.

This report outlines the Syensqo Fund’s impact across these pillars in 2024. Note that to be qualified for funding, each project must:



Governance

To ensure donations are used in ways that create the most significant social impact, the Syensqo Fund is administered by the King Baudouin Foundation (KBF), which has a long-standing reputation and extensive experience in managing philanthropic funds responsibly and transparently.

Management Committee

The Management Committee oversees the Fund’s activities and the allocation of donations. Its unremunerated members are:

Christian Jourquin	Chairman
Ilham Kadri	Syensqo CEO
Peter Piot	Director, London School of Hygiene & Tropical Medicine
Stefan Schäfers	Chief Programme Officer, King Baudouin Foundation

It is a privilege to lead the Syensqo Fund, which plays a crucial role in Syensqo's global philanthropic efforts. From supporting the Ernest Solvay Prize, which honors groundbreaking scientific achievements worldwide, to advancing diversity and equality through initiatives like the Sustainable Guar program, which improves the lives of farmers in Rajasthan, and the newly launched scholarship at EWha Women's University in Seoul, empowering the next generation of female scientists, the Fund is committed to making a meaningful impact across the world.



Christian Jourquin
SYENSQO FUND CHAIRMAN



Our partnership with Syensqo demonstrates our shared values and dedication to social impact. We collaborate with the Syensqo Fund to ensure contributions are used effectively for the greatest benefit of society.



Stefan Schäfers
CHIEF PROGRAM OFFICER, KING BAUDOUIN FOUNDATION



Learn about the Syensqo Fund
Scan the QR code to watch the Syensqo
Fund video



Protecting the Planet

Partnering for a sustainable future

We protect the planet by supporting and investing in initiatives that contribute to environmental conservation, promote sustainable practices, and combat the effects of climate change, with the long-term objective of creating a significant and measurable impact on the environment. In 2024, we supported two major such projects: the Sustainable Guar Initiative and Climate Impulse.

Sustainable Guar Initiative Improving quality of life for farming communities in Rajasthan

Guar gum, a thickening agent and conditioner used in various industries, is made from the guar bean, a legume cultivated in the semi-arid regions of northern India. As climate change makes it harder to grow this crop, the Sustainable Guar Initiative (SGI) aims to improve farmer incomes, promote sustainable practices, and empower women to take charge of their livelihoods. SGI takes a holistic approach—enhancing farming techniques, supporting producer cooperatives, and building long-term community resilience. The initiative has significantly improved guar farming in northwest Rajasthan’s Bikaner region, setting new standards for sustainable agriculture and inclusive rural development. This collaborative effort is run on the ground by the NGO TechnoServe and local guar processor Hindustan Gum & Chemicals (Hichem), in partnership with leading beauty brands such as L’Oréal, Henkel, and Procter & Gamble.



Our impact on sustainability and the environment

Since its launch in 2015, the Sustainable Guar Initiative (SGI) has advanced sustainable farming, community development, and women’s empowerment in rural India. Centered on four key pillars—economic, agricultural, environmental, and social—the initiative ensures sustainable income, social integration, and access to education for vulnerable farming communities while promoting environmental stewardship.



Key Figures

12,348	12,214	27%
Onboarded farmers	Farmers trained in GAP (Good Agricultural Practices) and CSA (Climate-Smart Agriculture)	Women farmers trained
91,881	2x	
Trees planted	Income increase	

Climate Impulse

Paving the way towards zero emissions air travel

The Climate Impulse project aims to design, develop and fly around the planet in 9 days non-stop, the world's first hydrogen-powered plane.

More than a flight, Climate Impulse is an environmental flagship project that will contribute to revolutionizing the aviation sector, an industry traditionally considered difficult to decarbonize. In doing so, it aims to irrefutably demonstrate that sustainable solutions are available and that human ingenuity can find effective ways to address the climate crisis.

As an ecological adventure, it tackles the challenge of reducing the carbon footprint of flying. If a non-stop round-the-world flight aboard a hydrogen-powered aircraft proves possible, a strong signal will be sent to the aviation industry and to the mobility sector as a whole. And, at its core, Climate Impulse is a human adventure led by navigator Bertrand Piccard and composite engineer Raphaël Dinelli.



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We want to give an impulse to climate action, to show that nothing is impossible. The time for talking about problems is over—now, we need solutions. Climate Impulse proves that we can push beyond the limits of what seems impossible and make aviation sustainable.

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Bertrand Piccard
SWISS PILOT AND EXPLORER



Climate Impulse is also a technological adventure that will represent a real breakthrough. Beside the production of green hydrogen from renewable energy, the major challenge lies in maintaining liquid hydrogen at -253°C during a nine-day flight. This requires revolutionary innovations such as the creation of adapted thermal tanks, opening new horizons in aviation technology.

A dedicated task force supports material selection and the design, construction and validation of the aircraft. As the main technological partner, the teams at Syensqo are part of the adventure, to provide the custom-developed technologies that will make this challenge possible.

Climate Impulse is a game-changer that can lead us to more sustainable air travel. I am grateful to have the opportunity to lead this partnership and contribute to the success of this project.



Vincent Colegrave
PARTNERSHIP DIRECTOR, SYENSQO



I am passionate about tackling climate change and creating a better future for our planet. As a scientist, I'm thrilled to play a role in this bold step toward cleaner, more sustainable aviation.



Amandine Cuenca
TECHNOLOGY LEAD, SYENSQO



Our impact on sustainability and the environment

The Syensqo Fund empowers Climate Impulse in reinforcing the belief that solutions to the climate crisis are within reach. By fostering hope for the future, it inspires young generations to trust in human ingenuity and the power of innovation to create effective and sustainable solutions for our planet.

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Accelerating scientific research & progress

Holding firm Ernest Solvay’s conviction that science is the key to solving society’s greatest challenges, the Syensqo Fund aims to accelerate innovations that offer solutions to pressing global issues, improve lives, and drive societal progress. We nurture innovation by empowering inventors, entrepreneurs and researchers through various partnerships, awards and initiatives.

The International Solvay Institutes

Fostering fundamental research across scientific disciplines

The International Solvay Institutes trace their origins to the vision of Ernest Solvay, who founded the International Institute for Physics in 1912 and the International Institute for Chemistry in 1913. Their mission is to support groundbreaking research in the physical sciences and related fields, primarily through the renowned Solvay Conferences—originally focused on physics and chemistry, and including biology since 2024.



Nurturing Innovation

Our impact on scientific progress and innovation

Partnering with the International Solvay Institutes, the Syensqo Fund fosters scientific collaboration and curiosity-driven research by popularizing science and disseminating knowledge through conferences and lectures that serve as a platform for discussion.

ULB-VUB Syensqo Awards

Encouraging up-and-coming scientists

The ULB/VUB Syensqo Awards aim to encourage young people to undertake research in the fields of science and technology. Every year, five or six PhD graduates who have successfully defended their theses at the Faculty of Sciences or the Engineering School of the Université Libre de Bruxelles (ULB)/Vrije Universiteit Brussel (VUB) are each granted a €3,000 prize. In 2024, six PhD graduates were rewarded.



Our impact on scientific progress and innovation

Inspiring and equipping young researchers in science and technology by supporting career growth through education and research opportunities.



Ernest Solvay Prize by Syensqo

Honoring explorers in the field of chemistry

In 1911, Ernest Solvay brought together twenty-four of the world's most brilliant minds to advance scientific research at the first Solvay Conference. This extraordinary convergence of scientific explorers is the foundation for Syensqo, which continues this tradition to this day through the Science for the Future Ernest Solvay Prize.



Solvay Prize laureates:

2024 Prof. Omar Yaghi
2022 Prof. Katalin Karikó
2020 Prof. Carolyn Bertozzi
2017 Prof. Susumu Kitagawa
2015 Prof. Ben Feringa
2013 Prof. Peter G. Schultz

Ben Feringa, Carolyn Bertozzi and Katalin Karikó subsequently received Nobel Prizes.

The 2024 Ernest Solvay Prize was awarded to Prof. Omar M. Yaghi in recognition of his pioneering work in reticular chemistry, the science of building chemical structures from molecular building blocks. This field of chemistry has numerous promising applications such as CO₂ capture and hydrogen storage, water harvesting and gas purification. Omar M. Yaghi is the James and Neeltje Tretter Chair Professor of Chemistry at the University of California, Berkeley.

Our impact on scientific progress and innovation

By celebrating and supporting pioneering researchers since 2013, the Ernest Solvay Prize accelerates innovation, fuels new scientific advancements, and reinforces the crucial role of chemistry in addressing global challenges. Through this recognition, the Syensqo Fund continues the legacy of fostering excellence in research, inspiring the next generation of scientists, and promoting solutions that contribute to a more sustainable and technologically advanced world.



A conversation with prof. Sven Lidin, President of the Ernest Solvay Prize Jury, and 2024 laureate prof. Omar Yaghi

What makes the selection process for the Ernest Solvay Prize so rigorous?

Prof. Sven Lidin: We begin with nominations from experts worldwide, followed by a meticulous evaluation process that results in a final shortlist. The jury then meets for a full-day session to designate the laureate. This process is both inspiring and educational, as we get to review some of the most exciting developments in chemistry today.

What stood out in Prof. Yaghi's research?

Prof. Sven Lidin: His work in reticular chemistry is truly elegant and groundbreaking. By designing porous materials, he has enabled applications in molecular storage, catalysis, and environmental sustainability that are set to make a tangible impact on global challenges.

Prof. Yaghi, how has winning the Ernest Solvay Prize influenced your research?

Prof. Omar Yaghi: Such recognition has elevated the field of reticular chemistry, drawing attention from both academia and industry. It has facilitated collaborations, attracted young researchers, and accelerated the development of advanced materials for carbon capture, clean energy, and water harvesting.

How does your research contribute to sustainability?

Prof. Omar Yaghi: The design of highly porous materials like MOFs and COFs addresses critical environmental challenges and offers solutions for CO₂ capture, hydrogen storage and clean water production. MOFs can trap CO₂ more efficiently, store hydrogen safely, and even extract water from air in arid regions, providing sustainable solutions for the future.

What role do scientific prizes play in advancing research and inspiring future generations?

Prof. Omar Yaghi: Scientific prizes highlight the impact of groundbreaking research and encourage innovation. They bring visibility to discoveries, attract new talent, and provide essential support for further exploration. The Ernest Solvay Prize in particular reinforces the importance of chemistry in addressing global challenges and inspires young scientists to push the boundaries of knowledge. By recognizing scientific excellence, these awards help drive progress and ensure that transformative discoveries continue to shape a better future.



Fostering Education

Inspiring future scientific breakthroughs

We foster education by helping shape the young talents of today into the pioneers of tomorrow. We are devoted to enhancing educational opportunities and outcomes, particularly in the fields of Science, Technology, Engineering and Mathematics (STEM).

CommonLit / EPIC Foundation Making literacy education accessible for everyone in the USA

CommonLit is a nonprofit organization whose mission is to unlock the potential of every child by accelerating their reading, writing, speaking, and problem-solving skills. Its work focuses on reaching students in low-income schools, which are often the last to get access to cutting-edge technology and quality reading materials, with an innovative online reading program that helps advance students' literacy. We initiated a three-year partnership with CommonLit in 2022 through the Epic Foundation.



Our impact on learning and empowerment

By partnering with CommonLit, the Syensqo Fund is working to close the learning gap and reduce educational disparities linked to economic background, ensuring that more low-income students graduate high school with the reading and writing skills they need for success.

Key Figures

Source: Common Lit April 2024

33m+
Students

1m+
Teachers

100,000+
Schools



AI for Education Awards Helping educators seize the potential of Artificial Intelligence

The AI for Education Awards aims to close the divide between AI technologies and educators through a competition organized by Belgian online school d-teach. The objective is to make education more inclusive and effective by using the power of AI, and to build bridges with the Syensqo.ai initiative for the future of chemistry.

Our impact on learning and empowerment

The Syensqo Fund partnered with the AI for Education Awards for the Special Belgian Award, promoting AI adoption in education. This initiative enhances learning quality, supports educator development, and reduces educational disparities while fostering a positive perception of AI as a tool for inclusion and progress.





TADA
Supporting the emancipation of teenagers from socially vulnerable backgrounds

TADA, short for ToekomstAtelierDelAvenir, is a learning network that brings together citizens, civil society, and businesses to offer three years of intensive coaching support for the emancipation of Brussels’ teenagers from socially vulnerable backgrounds. Its objective is to broaden the horizons of these young people, inspire them to pursue their dreams, and provide them with the tools and confidence they will need to succeed in life. The support provided by TADA includes weekend workshops and an alumni network offering continuous activities, homework assistance, coaching as well as student jobs and professional development opportunities.

The partnership with the Syensqo Fund involves funding a class of 26 with a focus on STEM education, and the participation of Syensqo employees from our headquarters in Brussels who volunteer for weekend classes.

The experience was incredibly interesting, intense, and enriching—not just for the children, but for me as well. It inspired me to further engage with TADA. One comment that stood out to me was from a 10-year-old boy who, with sparkling eyes, told me: ‘After today, I’m going to dream about technology and science all night!’ If that’s true, I believe we’ve accomplished our first mission!



Barbara Mabel
 THERMO PLASTIC ENGINEER AT SYENSQO WHO VOLUNTEERED AT TADA



Through the support of the Syensqo Fund, a class of 26 students will gain exposure to 27 professional sectors over the next three years, with STEM playing a crucial role in their curriculum. The impact is clear: TADA students experience 26% less school delay and are three times less likely to drop out compared to their peers from similar backgrounds. This is why partnerships like the one with the Syensqo Fund are so important. Their support allows us to continue providing these opportunities, and we are especially thrilled to see Syensqo employees stepping in as guest teachers, sharing their passion for science with the next generation.



Isabelle Cammaert
 LEAD FUNDRAISING & COMMUNICATIONS, TADA



Our impact on learning and empowerment

In Belgium, educational inequity is a major challenge, especially in Brussels, where over 20% of young people do not complete secondary education. Through its partnership with TADA, the Syensqo Fund helps bridge this gap by reducing inequality, promoting social integration, and expanding opportunities for underprivileged youth.



Key Figures

2,500 youngsters directly involved	57 primary schools (French and Dutch speaking)	300 workshops over +/- 80 saturdays
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Almost **200 alumni aged +18** are pursuing higher education or working

True Blue 1881
Eliminating barriers to graduation for students

True Blue 1881 is a nonprofit organization founded by alumnae from Spelman College in Atlanta, Georgia, USA. Its mission is to eliminate food, shelter and financial insecurities for students at Historically Black Colleges and Universities (HBCUs) through scholarships and mentorships.

The Syensqo Fund partners with True Blue 1881 to award scholarships benefitting STEM majors at Spelman College, an all-female HBCU in Atlanta. The five students selected in 2024 comprise four sophomore students in chemistry and one in biochemistry/math. They started their curriculum in September.



The scholarship has not only allowed me to focus on my classes and research without financial stress, but it has also connected me with an incredible network. Through this connection, I've explored opportunities I hadn't considered before, including a potential internship with Syensqo in polymer physics. It's exciting to see how this support goes beyond funding and opens doors to real-world experiences.



Gabriella La Cour
BENEFICIARY OF THE SYENSQO SCHOLARSHIP



Our impact on learning and empowerment

Through this partnership, the Syensqo Fund is investing in the Alpharetta, GA community, near one of Syensqo's major R&I sites. By addressing food and housing insecurities, the initiative helps students complete their college education while also supporting female STEM students at HBCUs, reducing educational inequality and fostering future talent.

I am deeply grateful to receive this scholarship, as it greatly eases my financial burdens and enables me to focus on both my academic and professional growth. The career and networking opportunities with Syensqo are especially exciting, offering invaluable exposure to a field directly related to my major. This experience is broadening my knowledge while helping me build meaningful connections that will shape my future. I sincerely appreciate this opportunity and thank Syensqo and the Syensqo Fund for their generous support.



Misha Billingsley
BENEFICIARY OF THE SYENSQO SCHOLARSHIP





A conversation with Tiombe O'Rourke, Founder & CEO of True Blue 1881

What inspired the creation of True Blue 1881?

Tiombe O'Rourke: In 2017, I discovered that students at the Atlanta University Center were facing food insecurity. This realization made me wonder how they managed during holidays like Thanksgiving if they couldn't afford to go home. Recognizing the need, I took action by providing meals, financial assistance, and scholarships. From the beginning, True Blue 1881 has also fostered connections between students and HBCU alumni, creating a strong support network.

In what ways has the Syensqo Fund contributed to True Blue 1881, and what impact has it had?

Tiombe O'Rourke: Many students at Spelman College rely on financial aid to cover the costs of attending a private institution. As a small nonprofit, our partnership with Syensqo, via the Syensqo Fund, has been transformative. We are incredibly grateful for this support. This is the largest multi-year financial commitment we've received, allowing us to support students over three years. With reduced financial stress, students can focus on academic and professional growth, while also benefiting from mentorship and opportunities in STEM provided by Syensqo..



Supporting Solidarity

Providing help to employees and communities

The Syensqo Fund’s Supporting Solidarity pillar aims to foster a more inclusive, supportive and unified society by putting solidarity at the heart of everything we do. We support those facing hardship, whether our employees or the communities living around our sites.

For employees, the Fund can provide exceptional individual support, upon request, where other protection and solidarity programs may not provide coverage.

The long-term vision of the Solidarity pillar is to create resilient and cohesive communities where individuals from all walks of life feel valued, supported, and connected.



By fostering a culture of empathy and collective responsibility, the Fund not only provides immediate aid when it’s needed the most, but also strengthens the bonds between our employees and the communities around our sites, empowering individuals to rebuild and thrive during times of crisis. Whether facing natural disasters like hurricanes, floods or wildfires, enduring the impacts of war, or navigating unexpected personal tragedies, the Fund has been a source of relief and resilience for many. I am genuinely grateful to be involved in this remarkable initiative, which embodies our commitment and dedication to supporting each other, ensuring that no one faces adversity alone, and reinforces the values of compassion and solidarity that define us as a company.



Alexandra Casler
TALENT BUSINESS PARTNER AND SYENSQO FUND SOLIDARITY COMMITTEE MEMBER



Our impact on community support and inclusion

The Syensqo Fund strives to create a lasting impact on communities and employees, fostering a culture of solidarity that strengthens and benefits society as a whole.

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