

Quality, Health, Safety, Environment and Security Policy

September 2025

Why do we have this policy?

At Nouryon, our commitment to excellence in Quality, Health, Safety, Environmental care and Security (QHSE&S) is at the heart of our value of 'We do it right' and our purpose to deliver essential solutions for a sustainable future. This policy is to ensure that our operations are safe and secure, with the ambition of reaching zero injuries, waste and harm, and supporting our goal to minimize our environmental impact and carbon footprint.

In addition, Nouryon actively supports the guiding principles of the International Chamber of Commerce's Business Charter for Sustainable Development and is a signatory of the International Council of Chemical Associations (ICCA) Responsible Care® Global Charter.

Who must comply with this policy?

This policy applies to all Nouryon employees worldwide, as well as contractors and subcontractors working onsite. It also applies to all Nouryon businesses and subsidiaries.

What are the commitments to QHSE&S?

We are committed to be an industry leader in QHSE&S performance through the following guiding principles:

- We protect our people and promote a safe, secure and healthy workplace for our employees and contractors that complies with all applicable local employment laws¹.
- We maintain the security of our assets and work safely to protect the environment and the local communities in which we operate.
- We uphold product stewardship and the safety of our products by selling only those products that can be transported, stored, used and disposed of safely and advising our customers on the safe use and handling of our products.

How will Nouryon achieve these commitments?

In addition to compliance with laws and regulatory requirements, Nouryon will take the following actions:

- Protect the environment by preventing or minimizing the impact due to our facilities, activities and products (potential dust, noise, odor, air emissions, road congestion, spills), activities and products; through innovation in design, manufacturing, maintenance processes, and distribution; while optimizing resource efficiency along the value chain (e.g. minimizing and converting waste in valuable material).
- Maintain a robust QHSE&S management system, consistent with rules and procedures and global standards that incorporates the commitments set forth above.
- Develop, manufacture and market our products in compliance with Nouryon's product stewardship and QHSE&S management system.

- Provide information, instruction and training to enable employees and (sub)contractors to meet their responsibility to comply with Nouryon's QHSE&S management system and this policy.
- Provide appropriate HSE&S, Quality and Product Stewardship information, for all customers, contractors, and others who work for us, handle our products or operate our technologies
- Set ambitious targets and measure progress to ensure continuous improvements in QHSE&S performance. This includes our safety and environmental goals to:
 - Continuously improve our performance with the ambition to reach zero injuries, waste, and harm and reduce emissions to air and water;
 - Decrease our OSHA² incident rate by 5% or more, compared to an average of the last three years.
 - Assess 100 percent of manufacturing sites for water-related risks and ensure mitigation plans are in place for high-risk sites;
 - Train 100 percent of employees and contractors on Nouryon's Life-Saving Rules;
 - Audit all Nouryon sites in accordance with the rules and procedures of our management system at least every three years;
 - Ensure the number of Nouryon sites certified with ISO14001 remains above 80 percent.
- Openly communicate on the nature of our activities, encourage dialogue, report progress on our QHSE&S performance, and commit to not funding climate denial.
- Engage and involve employees at all levels and across functions to develop competence and drive continuous improvement in QHSE&S performance.

How is this policy implemented?

The Chief Integrated Supply Chain Officer/ Senior Vice President is responsible for implementation of this policy.

What should I do if I think that the policy may have been violated?

To raise a concern or report a potential violation of this Policy, or any related policy or guidance, you should reach out to the appropriate Company resource, which, depending on the situation, could be your manager, HR, Compliance (nouryoncompliance@nouryon.com) or Legal.

You may also report policy violations or other unethical conduct through Nouryon's confidential reporting system, SpeakUp! which can be accessed at nouryon.ethicspoint.com or by referencing any of the toll-free numbers listed on the SpeakUp! website.

Reports made through SpeakUp! can usually be anonymous and will be kept confidential to the greatest extent possible. Nouryon strictly prohibits retaliation against employees who make good faith reports of policy violations or inappropriate behavior.

What are the consequences of violating this policy?

This policy, along with Nouryon's Code of Business Conduct and Ethics, are integral parts of the company's compliance program. Any violations of these policies or any related guidance or procedures may result in disciplinary action, including termination.



Paresh Bhakta
SVP & Chief Integrated Supply Chain Officer

² Occupational Safety and Health Administration