Corbion

ESG FACTBOOK

How Corbion preserves what matters

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Corbion

How our business activities positively contribute to the sustainable development goals

3 GOOD HEALTH AND WELL-BEING

AlgaPrime™ DHA and AlgaVia™ DHA support human nutrition

Our **sustainable food ingredients** help **control food-borne pathogens**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We help preserve >**13 million tons** of food globally, preventing **food waste**

98% of our raw materials are **renewable**

13 CLIMATE ACTION

Our solutions support the transition to a **low-carbon economy**

Reducing **food waste** by 25% saves **82.5 million tons of CO_2** annually

14 LIFE BELOW WATER

AlgaPrime™ and AlgaVia™ DHA as alternative to fish oil reduces pressure on the oceans

AlgaPrime™ DHA enables up to **30% reduction of wild-caught fish** in aquaculture feed

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Targets

Responsible sourcing	Responsible manufacturing	Sustainable solutions
At Corbion, responsible sourcing drives sustainability, addressing climate change, water conservation, biodiversity, and human rights to support people and the planet.	Corbion's responsible manufacturing prioritizes employee safety, mitigates climate change, optimizes water use, and invests in human capital to drive sustainable value.	Corbion's sustainable solutions enhance health, promote circularity, help reduce food waste, mitigate climate change, and protect marine biodiversity.

	2030 [1]	2025 [1]
Responsible sourcing		
Raw materials covered by supplier code[2]	>90%	>90%
Verified responsibly sourced cane sugar[3]	>99%	>98%
Scope 3 emissions reduction (SBTi-approved target)[4]	25%	n/a
Verified deforestation-free key agricultural raw materials[5]	>99%	>99%
Responsible manufacturing		
Total Recordable Injury Rate[6]	< 1.25	< 2.50
Renewable electricity	100%	100%
Scope 1 & 2 emissions reduction (SBTi-approved target)[7]	42%	n/a
Sustainable solutions		
Net sales contributing to the SDGs (SDG 2, 3, 12, 13, 14)[8]	> 85%	> 75%

1. Targets based on current manufacturing footprint; to be reviewed in case of acquisitions/major changes.
2. By quantity.
3. Bonsucro-certified or meeting the requirements of Corbion's Cane Sugar Code verified by third-party audits, by quantity. See our Cane Sugar Policy for more information.
4. Scope 3 emissions related to purchased goods and services, upstream transportation and distribution, waste generated in operations and investments. Absolute reduction compared to 2021 as the base year. We report our emissions in accordance with the Greenhouse Gas Protocol.

5. Key agricultural raw materials include cane sugar, dextrose derived from corn, palm oil and derivatives, soy-bean oil and derivatives, and wheat, by quantity. Through Bonsucro certification, RSPO certification, or other certification covering deforestation; or demonstrated to be deforestation-free based on satellite data, third-party audits (e.g., Corbion Cane Sugar Code audit), and/or country-of-origin statements.
6. Including contractors. Based on CSRD definition.
7. Scope 1 emissions from direct production (from fuels), scope 2 emissions from purchased energy (electricity and purchased steam, market-based). Absolute reduction compared to 2021 as the base year. We report our emissions in accordance with the Greenhouse Gas Protocol.
8. Net sales of products for which there is evidence that the product contributes to the SDGs. See our Measuring what matters whitepaper for more details.

Double Materiality Assessment

Topic	Impact/Risk/Opportunity	Impact	Financial	Scope
Climate change	Own GHG emissions	−		Upstream, Own operations, Downstream
	Low-carbon solutions	+	+	Downstream
	Carbon pricing		−	Upstream, Own operations
	Impact of climate change on crop yield		−	Upstream
Circular economy	Circular solutions (food waste, biobased)	+	+	Downstream
Biodiversity	Agriculture driver of biodiversity loss	−		Upstream
	Alternatives to fish oil	+	+	Downstream
	Impact of biodiversity loss on crop yield		−	Upstream
Water	Water use	−		Upstream, Own operations
	Water availability & quality		−	Upstream, Own operations
Health & safety	Incidents	−		Own operations
Human capital	Talent attraction & retention		−	Own operations
	Diversity		+	Own operations
Human rights in supply chain	Poor working conditions, child/forced labor in agriculture	−		Upstream
Consumer health	Solutions for biomedical, pharma, nutrition and food safety	+	+	Downstream
	Product contamination	−	−	Downstream

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External recognition and network

External recognition

GOLD | Top 5%
ecovadis
Sustainability Rating
NOV 2025

A **Climate score**
≈CDP

A- **Water score**
≈CDP

A- **Supplier engagement**
≈CDP

Network

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

RE 100

WE SUPPORT
UN GLOBAL COMPACT

BON SUCRO
The global sugarcane platform
Certified Bonsucro Member

SCIENCE BASED TARGETS NETWORK
GLOBAL COMMONS ALLIANCE

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Environment

Climate change

Corbion is committed to reducing GHG emissions to limit global warming to 1.5°C, following SBTi criteria.

2050 Goal:
Net-zero GHG emissions across the value chain.
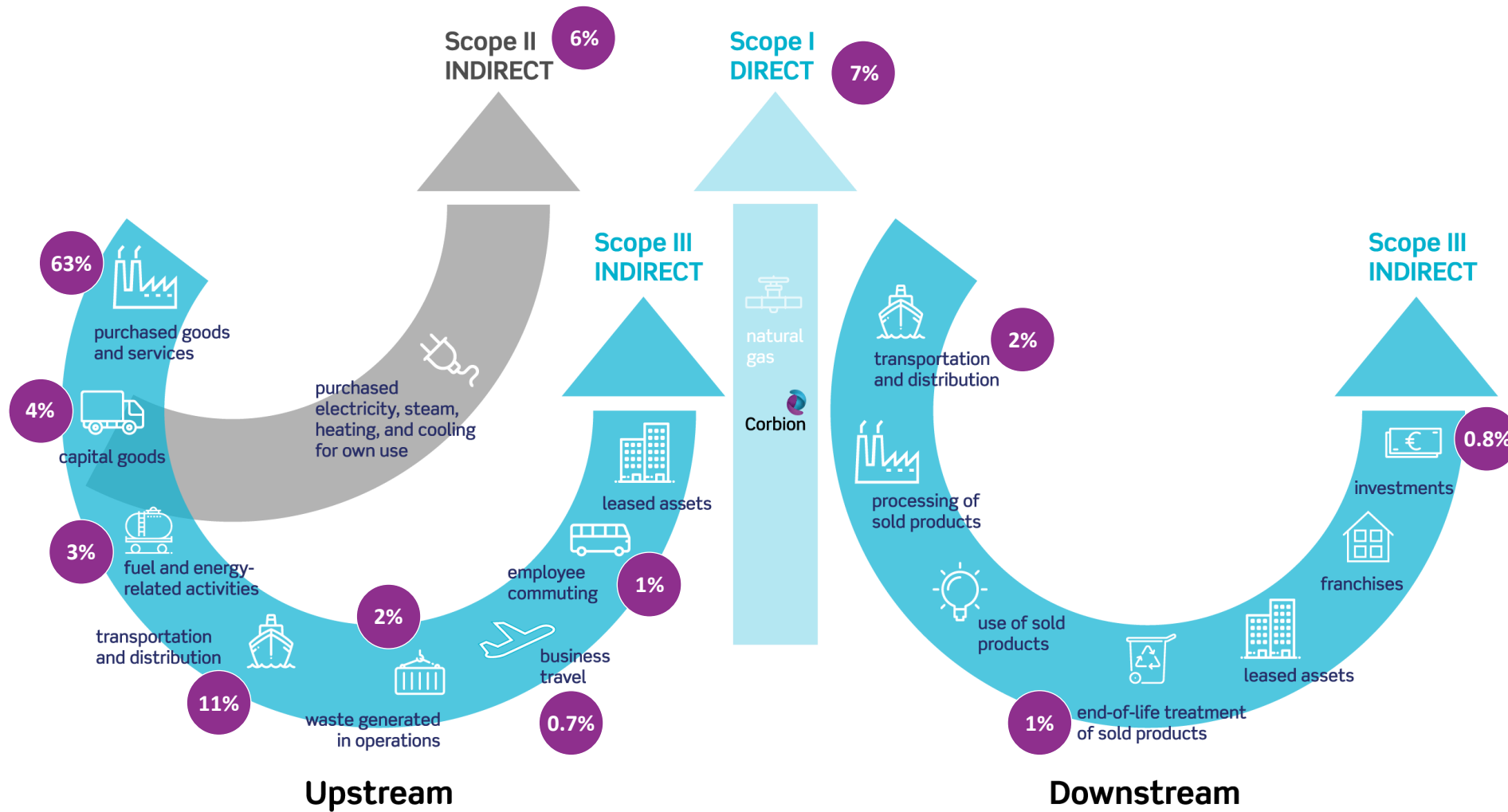
2024 Performance

- Scope 1 & 2 emissions remained stable.
- Scope 3 emissions rose due to higher raw material purchases, product mix changes, and increased transport emissions.
- 100% of Corbion's operational sites have been assessed for climate impacts, risks, and opportunities.

	2030 Target	2025 Target	2024	2023
Absolute scope 1 and 2 emissions reduction vs 2021 (SBTi-approved target)	42%*	-	25%*	27%*
Absolute scope 3 emission reduction vs 2021 (SBTi-approved target)	25%*	-	7%*	25%*
Renewable electricity	100%	100%	99%	97%

GHG emissions intensity (tCO2eq/mEUR)	2024	2023	2022
Scope 1 emissions intensity	45	44	75
Scope 2 emissions intensity			
Location-based	88	90	75
Market-based	41	42	34
Scope 3 emissions intensity	597	557	702
Total GHG emissions intensity			
Location-based	729	691	853
Market-based	682	643	811

*Covers all Corbion sites & offices (Scope 1 & 2) and 67% of Scope 3 emissions, focusing on high-impact areas.

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Climate change

Scope II INDIRECT — 6%

Scope I DIRECT — 7%

Scope III INDIRECT

63% purchased goods and services

4% capital goods

3% fuel and energy-related activities

transportation and distribution

11% waste generated in operations

2%

purchased electricity, steam, heating, and cooling for own use

leased assets

employee commuting

business travel — 1%

0.7%

natural gas

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transportation and distribution — 2%

processing of sold products

use of sold products

end-of-life treatment of sold products — 1%

Scope III INDIRECT

investments — 0.8%

franchises

leased assets

Upstream

Downstream

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Energy

		Unit	2024	2023	2022	2021	2020
Non-renewable energy consumption and mix	Fuel consumption from coal and coal products	MWh	0	0	0	0	0
	Fuel consumption from crude oil and petroleum products	MWh	0	0	0	0	0
	Fuel consumption from natural gas	MWh	282,175	314,406	530,262	525,719	496,697
	Fuel consumption from other fossil sources	MWh	18,648	19,432	2,973	4,580	2
	Consumption of purchased electricity from fossil sources	MWh	4,017	7,752	17,063	49,422	80,534
	Consumption of purchased steam from fossil sources	MWh	273,111	232,587	106,302	97,581	111,983
	Total non-renewable energy consumption	**MWh**	**577,951**	**574,177**	**656,600**	**677,302**	**689,216**
	Share of fossil sources in total energy consumption	%	61%	62%	67%	71%	78%
Renewable energy consumption and mix	Fuel consumption from renewable sources, including biomass	MWh	20,656	13,918	4,377	3,052	4,614
	Consumption of purchased electricity from renewable sources	MWh	267,619	253,497	240,130	185,195	135,023
	Consumption of purchased steam from renewable sources	MWh	87,997	91,338	81,896	86,675	57,253
	The consumption of self-generated non-fuel renewable energy	MWh	513	159	168	65	143
	Total renewable energy consumption	**MWh**	**376,785**	**358,912**	**326,571**	**274,987**	**197,033**
	Share of renewable sources in total energy consumption	%	39%	38%	33%	29%	22%
Total energy consumption	Renewable and non-renewable energy consumption	MWh	954,736	933,089	983,171	952,289	886,249
Energy intensity	**Total energy consumption per net revenue**	**MWh/mEUR**	**717**	**642**	**677**	**864**	**898**

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Water
High-risk water withdrawal sites

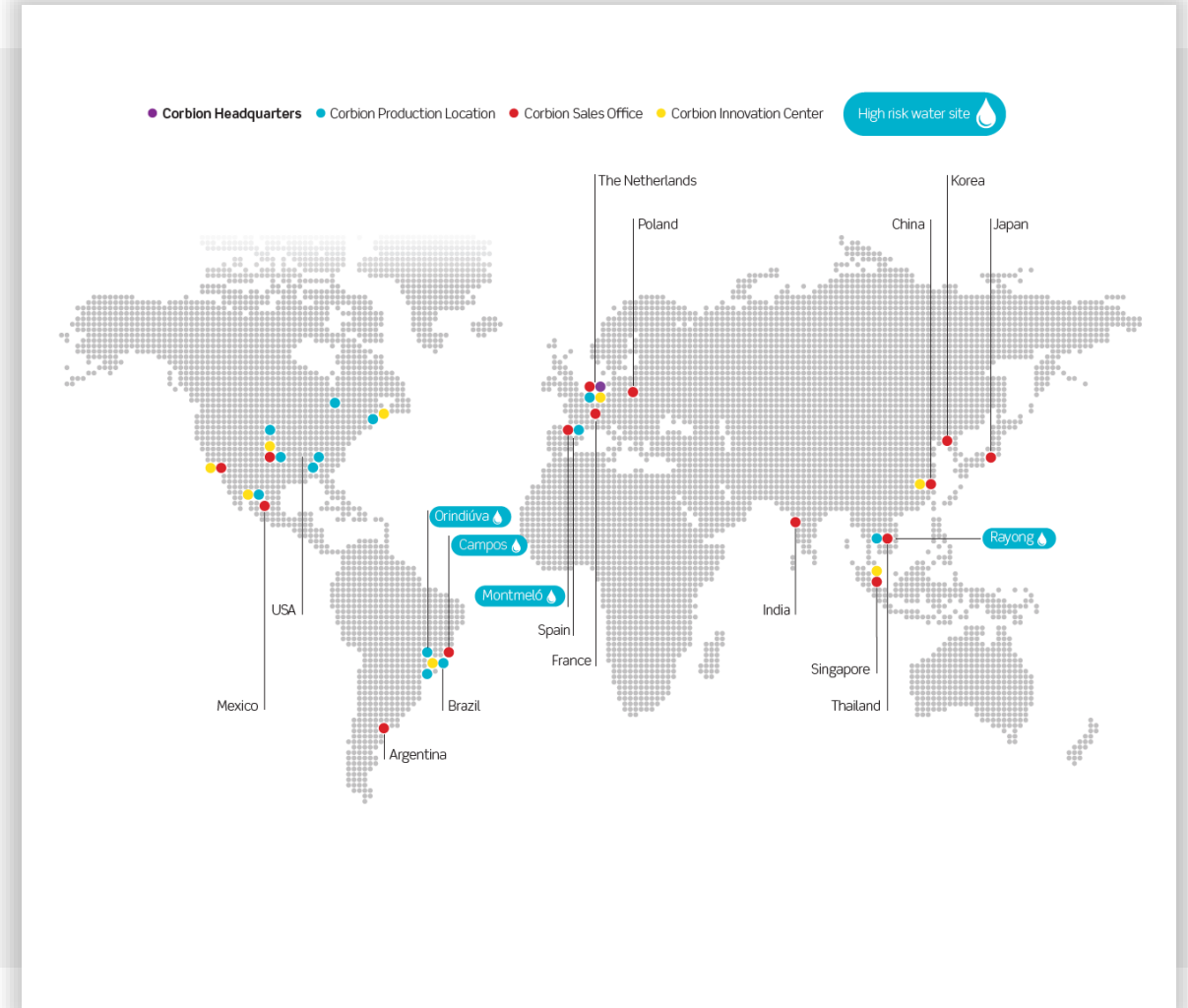Key Locations: Montmeló (Spain), Rayong (Thailand), Orindiúva & Campos (Brazil).

These sites rely on fermentation, requiring high water withdrawal.

Montmeló & Rayong : Located in high/extreme water stress areas.

Orindiúva & Campos: Face water availability challenges, making it high-risk.

75% of Corbion's total water withdrawal comes from these four sites.

100% of Corbion's operational sites have been assessed for water impacts, risks, and opportunities.

Water

		Unit	2024	2023	2022	2021	2020
Water consumption	Total water consumed	m3	920,752	1,104,931	1,133,150	1,905,477	1,017,020
	Water consumed at high-risk manufacturing locations	m3	878,996	963,065	954,806	1,741,351	835,552
Water consumption intensity	Total water consumed per net revenue	m3/mEUR	691	761	781	1,729	1,031
Water recycling	Water recycled and reused	m3	1,366,169	n/a	n/a	n/a	n/a
	Water Recycling rate % (percentage of water recycled & reused vs water consumed)	%	148%	n/a	n/a	n/a	n/a
Water withdrawal	Ground water	m3	269,899	467,650	862,981	907,392	821,647
	Municipal water	m3	537,030	1,350,424	1,417,085	1,355,641	1,255,910
	3rd party	m3	681,528	123,536	0	0	0
	Surface water	m3	3,494,398	2,718,063	3,015,738	3,051,065	2,535,769
	Others	m3	260,345	235,952	155,717	142,017	162,255
	Total water withdrawal	**m3**	**5,243,200**	**4,895,625**	**5,451,521**	**5,456,115**	**4,775,581**
	Total water withdrawal at high-risk manufacturing locations	m3	4,128,777	3,366,274	3,722,330	3,909,341	3,244,077
Water discharge	Discharged to 3rd party waste water treatment	m3	4,021,594	3,560,257	4,018,887	3,199,577	3,442,004
	Discharged to surface water	m3	300,854	230,437	299,484	351,061	316,557
	Total water discharged	**m3**	**4,322,448**	**3,790,694**	**4,318,371**	**3,550,638**	**3,758,561**

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Biodiversity for Corbion's manufacturing sites

No Corbion facilities are in biodiversity-sensitive* areas.

Some sites are near** such areas, but operations do not harm ecosystems or threatened species.

100% of Corbion's operational sites have been assessed for biodiversity impacts and risks.

Location name	Classification
Netherlands - Gorinchem	Proximity risk, IUCN IV, Natura 2000
Brazil - Araucária	Proximity risk, IUCN V
Spain - Montmeló	Proximity risk, IUCN V - River Congost and Mogent (Natura 2000)

Biodiversity-sensitive areas are defined by the International Union for Conservation of Nature (IUCN), which classifies protected areas into management categories I-VI. Category I includes strict nature reserves, while Category VI encompasses protected areas that allow sustainable natural resource use."
*** 'Near' refers to a 5 km radius around a Corbion location.*

Biodiversity & deforestation risk monitoring

We track the percentage of key agricultural raw materials (cane sugar, palm oil, soybean oil, wheat, corn-dextrose) that are verified deforestation-free.

26% of key materials come from North America, where deforestation is not a concern.

For sugar, palm oil, and soybean oil outside North America, deforestation-free status is verified via Bonsucro, RSPO, other certifications, satellite data, or audits.

Satellite monitoring assesses deforestation and land conversion across IUCN-protected areas (Categories I-VI), peatlands, high-carbon stocks, grasslands, shrublands, and tree plantations over the past 20 years.

Annual monitoring program in place, with studies conducted for Brazil and Thailand.

	2030 Target	2025 Target	2024	2023	2022	2021	2020
Verified deforestation-free key agricultural raw materials	>99%	>99%	99%	99%	93%	82%	83%

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Waste & by-products

Category		Unit	2024	2023	2022	2021	2020
Waste (total[1])	Recycled	kT	26.96	33.15	31.50	22.52	23.59
	Incinerated	kT	2.94	2.06	1.96	1.64	2.45
	Landfilled	kT	1.81	1.00	0.97	1.84	1.84
	Total	**kT**	**31.71**	**36.21**	**34.43**	**26.00**	**27.88**
Waste (non-hazardous)	Recycled	kT	26.33	32.06	30.44	21.48	22.72
	Incinerated	kT	2.30	1.87	1.83	1.54	2.40
	Landfilled	kT	0.37	0.98	0.96	1.81	1.75
	Total	**kT**	**29.00**	**34.91**	**33.23**	**24.83**	**26.87**
Waste (hazardous)	Recycled	kT	0.63	1.09	1.09	1.04	0.86
	Incinerated	kT	0.64	0.19	0.14	0.10	0.05
	Landfilled	kT	1.44	0.02	0.01	0.03	0.08
	Total	**kT**	**2.71**	**1.30**	**1.24**	**1.17**	**0.99**
By-products[2]	Recycled	kT	126	94	259	436	499
	Incinerated	kT	0	0	0	0	0
	Landfilled	kT	1	6	8	12	9
	Total	**kT**	**127**	**100**	**267**	**448**	**508**
Percentage of non-recycled waste	Total weight of landfilled and incinerated waste per total weight of waste	%	15%	8%	9%	13%	15%
Waste intensity	Hazardous waste intensity per metric ton of production volume	Kg/kT	3.13	1.67	1.67	1.88	1.89

1. *Sum of hazardous and non-hazardous waste. Waste means any substance or object arising from our routine operations that we discard or intend to discard, or are required to discard.*
2. *Valuable by-products generated in the production of lactic acid.*

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Pollution

Goal: Minimize environmental impact by limiting pollutant emissions to safe levels for biodiversity and communities.

We are committed to preventing pollution in our operations by implementing good practices and management systems for pollution control. This includes identifying and assessing relevant pollutants, ensuring that our operations comply with the (local) regulations or standards for emissions of pollutants to air, water and soil.

2022-24 Air Pollution indicators

NOx emissions

2024: MT 68.4
2023: MT 48.0
2022: MT 44.7

SOx emissions

2024: MT 2.4
2023: MT 1.3
2022: MT 1.0

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Environmental management

We prioritize safety, health, and environmental care for employees and communities, supported by policies, training, and compliance with regulations.

We ensure effective emergency preparedness to reduce risks to people, communities, and the environment.

2024	2024
36%	**87%**
Operational facilities covered by ISO 14001 certification	Production quantity covered by ISO 14001 certification

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Social

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Health & safety

At Corbion, we are dedicated to a zero-incident workplace, ensuring every task is performed safely and with minimal environmental impact.

We prioritize the safety, health, and well-being of our employees, contractors, and the communities we serve.

Our comprehensive management system includes policies, procedures, training, and feedback mechanisms, ensuring compliance with ISO 45001 and global safety standards.

We are actively working toward certifying all production sites.

2024 Safety Performance

- 23 injuries recorded (employees & contractors), down from 27 in 2023.
- No fatalities (consistent with previous years).
- TRIR (Total Recordable Injury Rate):
  - Overall: Increased to 3.58 (per million hours) vs. 2.55 in 2023, due to fewer contractor exposure hours.
  - Own Workforce: Improved, with TRIR decreasing from 4.20 to 3.58.
- In 2024, 100% of employees at operational sites had a health and safety risk assessment conducted.

2024		Total recordable injury rate (own workforce + contractors, per mln hrs)			
71%	**98%**	**<1.25**	**<2.50**	**3.58**	**2.55**
Percentage of operational facilities covered by ISO 45001 certification	Percentage of production quantity covered by ISO 45001 certification	2030 Target	2025 Target	2024	2023

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Health & safety

	Unit	2024	2023	2022	2021	2020
Fatalities own workforce	#	0	0	0	0	0
Fatalities contractors	#	0	0	0	0	0
% of own workforce covered by certified health and safety management system (ISO45001) - Operations	%	96%	96%	-	-	-
% of own workforce covered by Corbion's health and safety management system	%	100%	100%	100%	100%	100%
Total recordable injuries (own workforce)	#	18	23	25	22	17
Total recordable injury rate (own workforce)	#/mln hrs	3.58	4.20	4.84	4.77	4.03
Total recordable injuries (own workforce + contractors)	#	23	27	37	23	24
Total recordable injury rate (own workforce + contractors)	#/mln hrs	3.58	2.55	3.40	3.30	4.20

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Chemicals safety

To highlight our portfolio's low-hazard profile, we track three key chemical safety indicators:

REACH Authorization List Chemicals
Authorization for use beyond their sunset date.

REACH Candidate List Chemicals
Chemicals classified as Substances of Very High Concern (SVHC) and subject to stricter regulation.

SIN List Chemicals
Hazardous substances identified by ChemSec, potentially added to the REACH Candidate List.

None of Corbion's products appear on the REACH Candidate or SIN list, and we are committed to keeping it that way. This ensures compliance, protects health, and minimizes environmental risks.

Strict SVHC criteria guide new product development.

We follow the **12 Principles of Green Chemistry**.

All applicable products are **REACH-registered**.

	Unit	2024	2023	2022
SIN list chemicals produced	#	0	0	0
EU REACH Candidate List chemicals produced	#	0	0	0
EU REACH Authorization List chemicals produced	#	0	0	0

Corbion

Diversity, equity, and inclusion

Advancing diversity & inclusion

Inclusive hiring
All recruiters complete Diversity & Inclusion Certification, ensuring unbiased job postings and diverse candidate outreach. We track and report on diverse representation in recruitment.

Gender diversity targets
The Executive Committee aims for at least two female members (if 6–7 total).

The Supervisory Board follows a 30% female, 30% male statutory target.

Pay equity
Annual gender pay equity reviews focus on management and the Executive Committee. Any disparities are addressed with proactive measures, reviewed and approved by leadership.

Gender	Headcount 2024	% of workforce 2024	Headcount 2023	% of workforce 2023	Headcount 2022	% of workforce 2022
Male	1,712	70.4%	1,958	70.8%	1,867	71%
Female	719	29.6%	807	29.2%	768	29%
Total employees	**2,431**	**100%**	**2,765**	**100%**	**2,601**	**100%**

2024	# Females	# Males	% Females	% Males
Supervisory Board	3	3	50%	50%
Board of Management	0	2	0%	100%
Executive Committee	3	3	50%	50%
Senior Management	21	60	26%	74%
Total organization	**719**	**1,712**	**30%**	**70%**

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Own workforce

Country	Headcount 2024	Headcount 2023
Brazil	421	437
Mexico	83	90
Netherlands	651	710
Spain	187	197
Thailand	280	281
United States	698	932
Other	111	118
Total	**2.431**	**2.765**

Region	Headcount 2024	Headcount 2023
Asia	370	376
EMEA	849	921
Latin America	510	532
North America	702	936
Total	**2.431**	**2.765**

Turnover rate	Unit	2024	2023
Total employee turnover rate	%	16.5%	10.2%
Voluntary turnover rate	%	8.6%	5.7%
Total employee turnover in headcount	#	412	275
Voluntary turnover rate in headcount	#	215	154

Contract type	Unit	Female	Male	Total
Total headcount	#	719	1.712	2.431
Permanent contracts	#	700	1.683	2.383
Temporary contracts	#	19	29	48
Non-guaranteed hours contracts	**#**	**0**	**0**	**0**

Age category	2024	2023
<30 years old	13%	15%
≥30 years and <50 years old	57%	54%
≥50 years old	30%	31%
Total	**100%**	**100%**

Tenure

Years in service	% of all employees 2024	% of all employees 2023
<2 years	20%	25%
≥2 and <5 years	28%	25%
≥5 and <10 years	19%	19%
≥10 years	33%	31%

Commitments and achievements

- 100% of employees have been paid a living wage since 2022, and Corbion remains committed to ensuring all employees continue to earn a living wage.
- 100% of employees have access to social protection.

Values

Collaboration

We passionately believe that only through collaboration can we be successful. We are energized by our understanding of what happens when people work together to achieve a common goal.

Care

Through our work, we demonstrate our concern for each other, our customers, and the ways our work affects the planet and people everywhere.

Courage

We highly value courage as a driving force of innovation and change. We step out of our comfort zones to bring about a better reality. We stand firm make the right choice, not the easy choice, when we know it's in the best interest of our company, the environment, and all those we serve.

Commitment

We are deeply committed to meeting expectations and delivering on our agreements – with customers, partners, investors, and each other.

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Supply chain

Much of our social impact occurs upstream in our supply chain. We prioritize human rights and fair labor across all stages, especially in high-risk sectors and regions.

Supplier Code
Sets clear ethical, social, and environmental expectations for suppliers and their contractors. All raw material suppliers must adhere or demonstrate compliance through equivalent policies.

Assessment
100% of our raw material suppliers are assessed for potential human rights and environmental risks.

Cane Sugar Code
Focuses on sustainable sugar sourcing, addressing child/forced labor, discrimination, wages, working conditions, and ILO standards. Compliance is monitored via audits and certifications. Note that Corbion is not directly involved with the growing, harvesting, or processing of sugar cane. For more details, see our Cane Sugar Policy.

Verified responsibly sourced cane sugar

>99%	>98%	99%	98%	91%	73%	66%
2030 Target	2025 Target	2024	2023	2022	2021	2020

Raw materials covered by generic supplier code

>90%	>90%	100%	100%	99%	100%	99%
2030 Target	2025 Target	2024	2023	2022	2021	2020

High-risk raw material/supplier combinations with mitigation plan

>90%	>90%	100%	100%	100%	99%	96%
2030 Target	2025 Target	2024	2023	2022	2021	2020

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Quality

Corbion is committed to developing, manufacturing, and distributing safe, sustainable, and effective products worldwide. Our quality management system, supported by policies, procedures, and training, forms the foundation of our Global Quality Manual. This manual is aligned with ISO 9001 and applied across all Corbion locations and business units.

Our focus on continuous quality improvement and food risk reduction is driven by a process-based approach, including performance evaluations, internal audits, and collaboration with regulatory bodies. We ensure compliance with relevant policies and local regulations, while meeting certifications such as ISO 9001, GFSI, BRC, FSSC22000, and others.

For our Functional Ingredients & Solutions business unit, food safety is a top priority, ensuring production quality, traceability, and proper allergy labeling. All 12 Corbion food ingredient manufacturing sites are GFSI-certified, reinforcing our commitment to food safety.

Commitments and progress

Sites certified according to internationally recognized food safety management system standards

100%	100%	100%	100%	100%
2030 Target	2025 Target	2024	2023	2022

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Governance

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Business conduct & training

At Corbion, our Code of Business Conduct defines the values and principles guiding our work, setting the expected behavior for all employees. It applies globally to everyone representing Corbion.

Aligned with the UN Global Compact and OECD Guidelines, the Code covers personal and business conduct, asset protection, employment standards, and sustainability. It is available in six languages and supports key policies on topics like competition law, anti-bribery, anti-retaliation, privacy, economic sanctions, and insider trading.

All employees, including interns and contingent workers, undergo mandatory annual training, delivered via e-learning or classroom sessions. Training materials are updated yearly based on emerging risks and Speak Up report insights. Additionally, selected groups receive e-learning on anti-corruption and competition law every two years.

Performance

	Code of Business Conduct training completion rate			Anti-corruption training completion rate		Competition law training completion rate	
	97%	91%	94%	n/a	100%	100%	n/a
	2024	2023	2022	2024	2023	2024	2023

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IT Security

An Information Technology General Control (ITGC) framework is in place to ensure effective management of IT governance across projects, programs, computer operations, and access management.
From an IT security perspective, the Information Security Board—comprising representatives from the Executive Committee and senior management—sets Corbion's IT security roadmap.

Risk-reducing initiatives in the past years included, among others, a company-wide security awareness program, phishing tests, multi-factor authentication, penetration tests, yearly disaster recovery plan testing for selected systems, and implementation of a security policy, and a Security Operating Center.

Corbion continued to strengthen its network segmentation, identify and remove vulnerabilities, and minimize external exposure. In case of data security incidents, the Data Breach Security Committee is notified to ensure proper action and communication with authorities.

Performance

Cybersecurity incidents materially impacting business or operations		
0	0	0
2024	2023	2022

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Speak Up Policy

Corbion's Speak Up Policy, updated to comply with the EU Whistleblower Directive, provides employees, interns, and contingent workers with various channels to report misconduct or violations of laws, the Code of Business Conduct, and policies. They can contact their manager, HR, or the regional Business Conduct Coordinator.

Our 24/7 Speak Up platform allows anonymous reporting directly to the Business Conduct Committee via a toll-free phone number or global web service, managed by an independent provider to ensure confidentiality.

In 2019, we expanded the Speak Up platform to include external stakeholders (customers, suppliers, communities, etc.), allowing them to report concerns about Corbion's policies or applicable laws.

In 2023, both the internal and external policies were reviewed, and an Anti-Retaliation Policy was introduced to comply with EU regulations.

Performance

	Number of speak up/whistleblowing contacts (internal/external)			Number of speak up/whistleblowing contacts related to incidents of discrimination (internal/external)			Number of speak up/whistleblowing contacts other than discrimination (internal/external)		
	28	27	25	25/0	n/a	n/a	3/0	n/a	n/a
	2024	2023	2022	2024	2023	2022	2024	2023	2022

Corbion

Anti-bribery & anti-corruption

As a global listed company, Corbion prioritizes compliance with anti-bribery and anti-corruption laws, overseen by the Executive Committee.

Our policy, outlined in the Gifts, Entertainment, and Third-Party Payments Policy (available in six languages), prohibits offering, authorizing, or accepting bribes and sets guidelines for gifts, entertainment, and third-party payments.

All Corbion employees, agents, and representatives are prohibited from engaging in bribery. Gifts and entertainment must be for legitimate business purposes, of reasonable value, and appropriate timing.

Gifts exceeding a certain threshold require prior manager approval, as do entertainment, travel, and accommodations.

We also have procedures in place to screen agents and distributors through due-diligence questionnaires, assessed by Legal and Compliance, with higher-management approval required for engagement.

Agents and distributors must sign agreements that include Corbion's anti-bribery and anti-corruption clauses.

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Visit Corbion's website for all policies and statements

Statements

- Animal testing
- Biobased or renewable feedstock
- Biotechnology innovation
- Chemical safety
- Green chemistry
- Inclusion and Diversity
- Regulation on Deforestation-free Products (EUDR)
- Statement on PFAS

Sustainability policies

- Advocacy and public affairs
- Cane Sugar Policy
- Circular economy, resource use and waste policy
- Climate
- Conflict minerals
- Corbion EHS Policy
- Corbion Sustainable Agriculture Policy
- Global Quality Policy
- Human rights
- Pollution
- Responsible communication
- Responsible sourcing
- Water Policy

Supplier codes

- Cane Sugar Code
- Supplier Code

Corporate governance codes and policies

- Code of Business Conduct
- Corbion Tax Policy
- Insider Trading Policy
- Speak Up Platform
- Stakeholder Engagement Policy

![Corbion](Corbion logo)

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