



Corbion

## ESG FACTBOOK

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How Corbion preserves what matters



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# How Corbion preserves what matters

Portfolio aligned to SDGs



2 ZERO HUNGER



We help preserve  
**> 8 million tons** of  
food globally

**AlgaPrime DHA**  
enables sustainable  
aquaculture growth  
to **feed 10 billion**  
people by 2050

3 GOOD HEALTH AND WELL-BEING



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

**Resorbable**  
**orthopedic implants**  
**reduce follow-up**  
**surgery which**  
**improves health care**  
**affordability**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION




We are committed  
to **1.5°C science-**  
**based targets** and  
net-zero by 2050

**Bioplastics**  
produced from  
renewable resources  
are key to **decouple**  
**plastics from fossil**  
**feedstocks**

# 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 <sup>1</sup> | 2025 <sup>1</sup> |
|---|-------------------|-------------------|
| <b>Responsible sourcing</b>   |                   |                   |
| Raw materials covered by supplier code <sup>2</sup>                             | >90%              | >90%              |
| Verified responsibly sourced cane sugar <sup>3</sup>                            | >99%              | >98%              |
| Scope 3 emissions reduction (submitted to SBTi for validation) <sup>4</sup>     | 25%               | n/a               |
| Verified deforestation-free key agricultural raw materials <sup>5</sup>         | >99%              | >99%              |
| <b>Responsible manufacturing</b>  |                   |                   |
| Total Recordable Injury Rate <sup>6</sup>                                       | < 1.25            | < 2.50            |
| Renewable electricity   | 100%              | 100%              |
| Scope 1 & 2 emissions reduction (submitted to SBTi for validation) <sup>7</sup> | 42%               | n/a               |
| <b>Sustainable solutions</b>  |                   |                   |
| Net sales contributing to the SDGs (SDG 2, 3, 12, 13, 14) <sup>8</sup>          | > 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  | +      | +         | Upstream → Own operations → Downstream |
|                              | Carbon pricing  |        | −         | Upstream → Own operations → Downstream |
|                              | Impact of climate change on crop yield                      |        | −         | Upstream → Own operations → Downstream |
| Circular economy             | Circular solutions (food waste, biobased)                   | +      | +         | Upstream → Own operations → Downstream |
| Biodiversity                 | Agriculture driver of biodiversity loss                     | −      |           | Upstream → Own operations → Downstream |
|                              | Alternatives to fish oil                                    | +      | +         | Upstream → Own operations → Downstream |
|                              | Impact of biodiversity loss on crop yield                   |        | −         | Upstream → Own operations → Downstream |
| Water                        | Water use   | −      |           | Upstream → Own operations → Downstream |
|                              | Water availability & quality                                |        | −         | Upstream → Own operations → Downstream |
| Health & safety              | Incidents   | −      |           | Upstream → Own operations → Downstream |
| Human capital                | Talent attraction & retention                               |        | −         | Upstream → Own operations → Downstream |
|                              | Diversity   |        | +         | Upstream → Own operations → Downstream |
| Human rights in supply chain | Poor working conditions, child/forced labor in agriculture  | −      |           | Upstream → Own operations → Downstream |
| Consumer health              | Solutions for biomedical, pharma, nutrition and food safety | +      | +         | Upstream → Own operations → Downstream |
|                              | Product contamination                                       | −      | −         | Upstream → Own operations → Downstream |

## External recognition and network

### External recognition



### Network





# 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

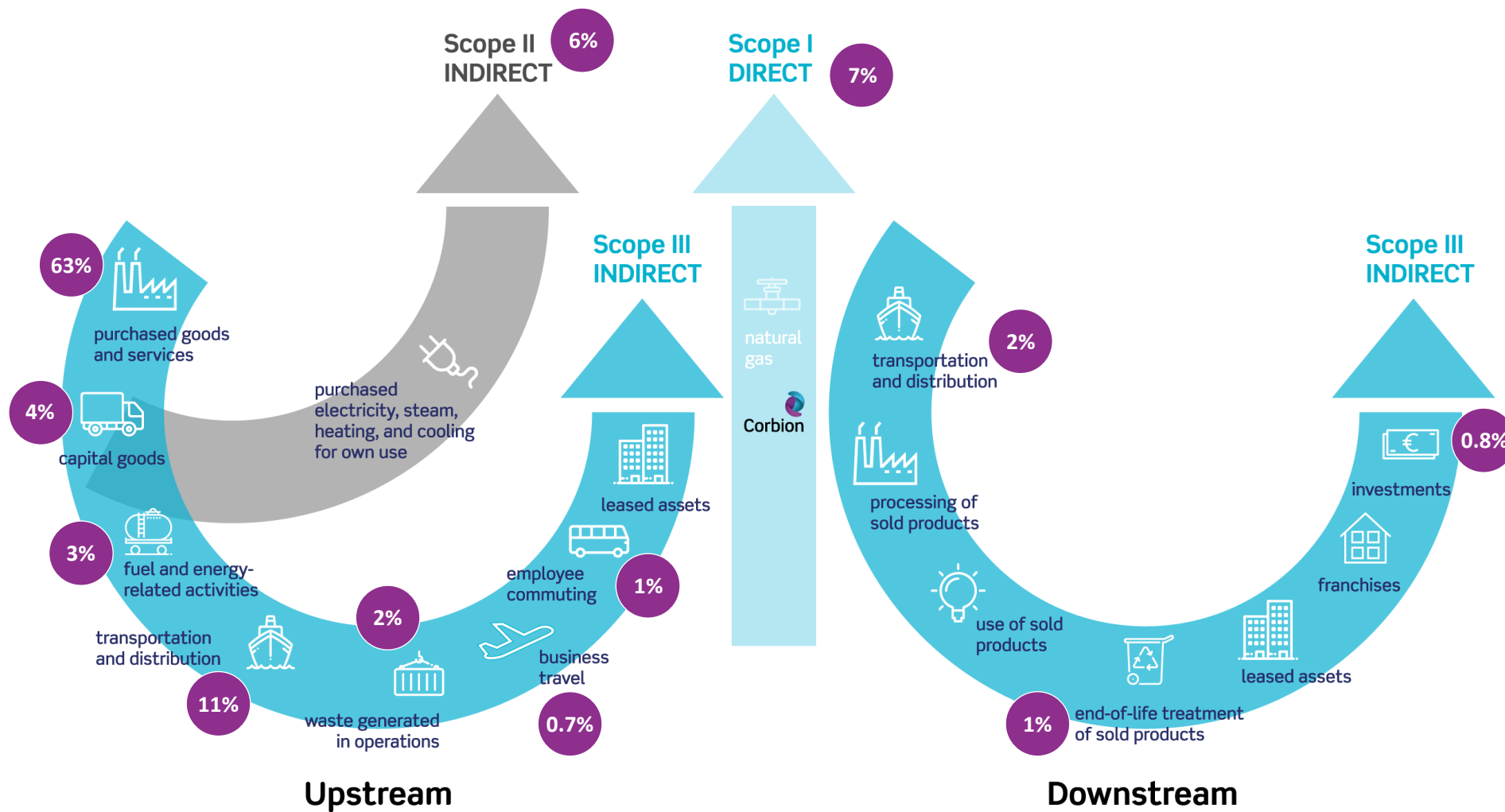
- Submitted updated net-zero targets to SBTi.
- Scope 1 & 2 emissions remained stable.
- Scope 3 emissions rose due to higher raw material purchases, product mix changes, and increased transport emissions.

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

| GHG emissions intensity (tCO <sub>2</sub> eq/mEUR) | 2024 | 2023 |
|--|------|------|
| <b>Scope 1 emissions intensity</b>                 | 45   | 44   |
| <b>Scope 2 emissions intensity</b>                 |      |      |
| Location-based                                     | 88   | 90   |
| Market-based                                       | 41   | 42   |
| <b>Scope 3 emissions intensity</b>                 | 597  | 557  |
| <b>Total GHG emissions intensity</b>               |      |      |
| Location-based                                     | 729  | 691  |
| Market-based                                       | 682  | 643  |



# Climate change



# Energy

|   |   | Unit            | 2024           | 2023           | 2022           | 2021           | 2020           |
|---|---|-----------------|----------------|----------------|----------------|----------------|----------------|
| <b>Non-renewable energy consumption and mix</b> | 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        |
|   | <b>Total non-renewable energy consumption</b>               | <b>MWh</b>      | <b>577,951</b> | <b>574,177</b> | <b>656,600</b> | <b>677,302</b> | <b>689,216</b> |
|   | Share of fossil sources in total energy consumption         | %               | 61%            | 62%            | 67%            | 71%            | 78%            |
| <b>Renewable energy consumption and mix</b>     | 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            |
|   | <b>Total renewable energy consumption</b>                   | <b>MWh</b>      | <b>376,785</b> | <b>358,912</b> | <b>326,571</b> | <b>274,987</b> | <b>197,033</b> |
|   | Share of renewable sources in total energy consumption      | %               | 39%            | 38%            | 33%            | 29%            | 22%            |
| <b>Total energy consumption</b>                 | Renewable and non-renewable energy consumption              | MWh             | 954,736        | 933,089        | 983,171        | 952,289        | 886,249        |
| <b>Energy intensity</b>                         | <b>Total energy consumption per net revenue</b>             | <b>MWh/mEUR</b> | <b>717</b>     | <b>642</b>     | <b>677</b>     | <b>864</b>     | <b>898</b>     |



# Water

## High-risk water withdrawal sites

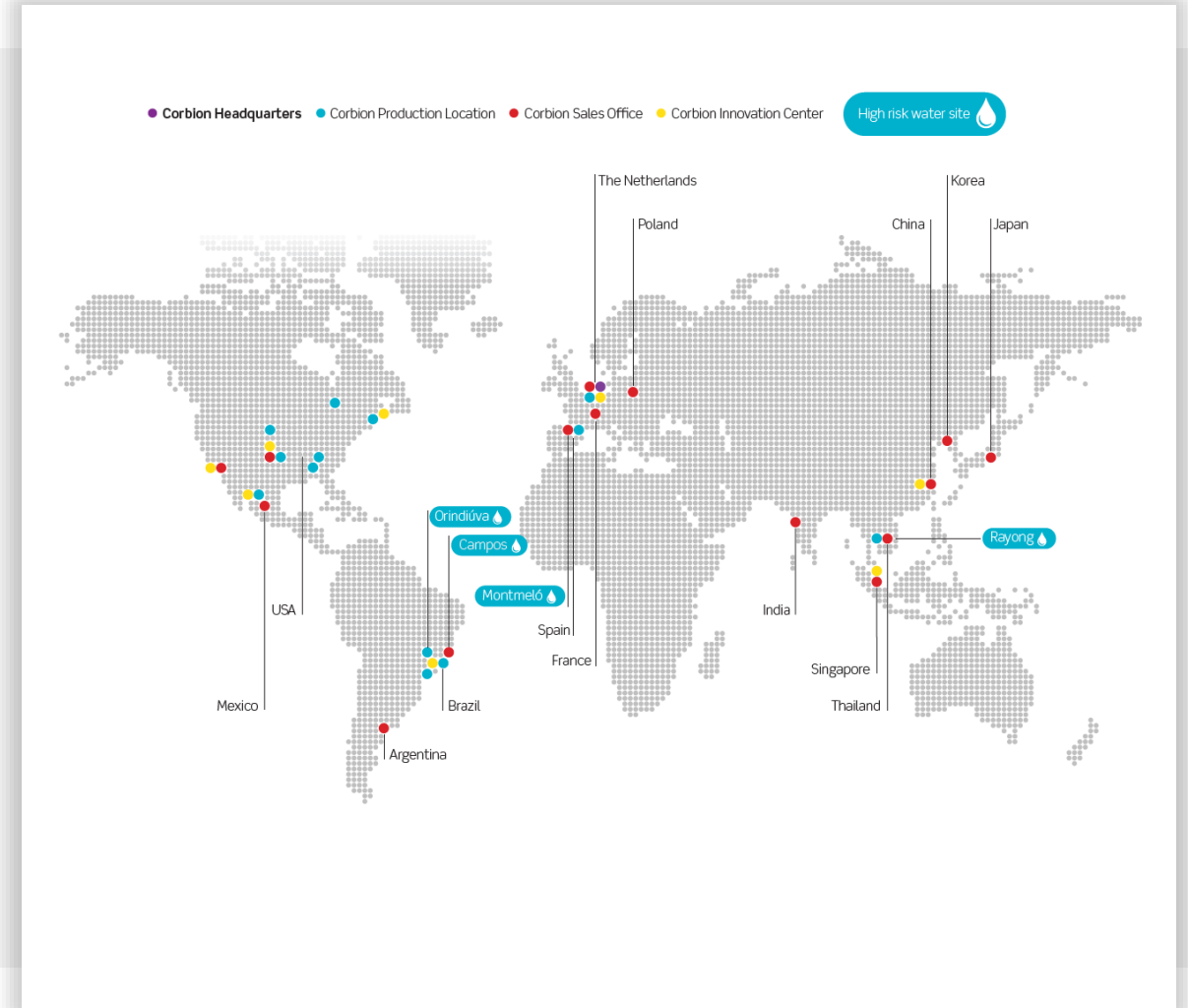
Key Locations: Montmeló (Spain), Rayong (Thailand), Orindiúva & Campos (Brazil).

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.



# 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          |
|                             | <b>Total water withdrawal</b>  | <b>m3</b> | <b>5,243,200</b> | <b>4,895,625</b> | <b>5,451,521</b> | <b>5,456,115</b> | <b>4,775,581</b> |
|                             | 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          |
|                             | <b>Total water discharged</b>  | <b>m3</b> | <b>4,322,448</b> | <b>3,790,694</b> | <b>4,318,371</b> | <b>3,550,638</b> | <b>3,758,561</b> |



# 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.

| 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%  |



# Waste & by-products

| Category                         |  | Unit      | 2024         | 2023         | 2022         | 2021         | 2020         |
|----------------------------------|--|-----------|--------------|--------------|--------------|--------------|--------------|
| Waste (total <sup>1</sup> )      | 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         |
|                                  | <b>Total</b>   | <b>kT</b> | <b>31.71</b> | <b>36.21</b> | <b>34.43</b> | <b>26.00</b> | <b>27.88</b> |
| 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         |
|                                  | <b>Total</b>   | <b>kT</b> | <b>29.00</b> | <b>34.91</b> | <b>33.23</b> | <b>24.83</b> | <b>26.87</b> |
| 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         |
|                                  | <b>Total</b>   | <b>kT</b> | <b>2.71</b>  | <b>1.30</b>  | <b>1.24</b>  | <b>1.17</b>  | <b>0.99</b>  |
| By-products <sup>2</sup>         | Recycled   | kT        | 126          | 94           | 259          | 436          | 499          |
|                                  | Incinerated  | kT        | 0            | 0            | 0            | 0            | 0            |
|                                  | Landfilled   | kT        | 1            | 6            | 8            | 12           | 9            |
|                                  | <b>Total</b>   | <b>kT</b> | <b>127</b>   | <b>100</b>   | <b>267</b>   | <b>448</b>   | <b>508</b>   |
| 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.

# 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.

## 2023-24 Air Pollution indicators

### NOx emissions

2024: MT 68.4  
2023: MT 48.0

### SOx emissions

2024: MT 2.6  
2023: MT 1.6



# 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

**50%**

Operational facilities covered by ISO 14001 certification

2024

**73%**

Production quantity covered by ISO 14001 certification



# Social



# 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.

### 2024

71%

Percentage of operational facilities covered by ISO 45001 certification

98%

Percentage of production quantity covered by ISO 45001 certification

### Total recordable injury rate (own workforce + contractors, per mln hrs)

<1.25

2030 Target

<2.50

2025 Target

3.58

2024

2.55

2023

# 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 |

# 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 |
|--|------|------|------|
| SIN list chemicals produced                    | #    | 0    | 0    |
| EU REACH Candidate List chemicals produced     | #    | 0    | 0    |
| EU REACH Authorization List chemicals produced | #    | 0    | 0    |



# 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 |
|-----------------|----------------|---------------------|----------------|---------------------|
| Male            | 1,712          | 70.4%               | 1,958          | 70.8%               |
| Female          | 719            | 29.6%               | 807            | 29.2%               |
| Total employees | 2,431          | 100%                | 2,765          | 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%     |

# 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%                     |

**100%** of employees

have access to social protection

**100%** of employees

are paid a living wage

# 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.



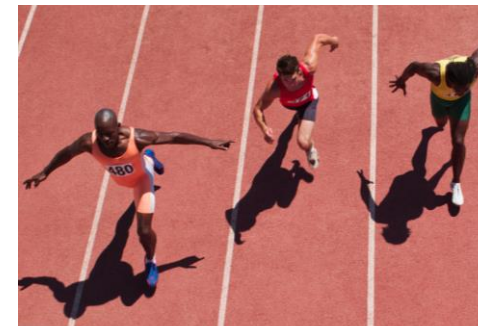
## Care

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.



# 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.



## 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 |

# 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%

2030 Target

100%

2025 Target

100%

2024

100%

2023



# Governance



# 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

97%

2024

91%

2023

### Anti-corruption training completion rate

n/a

2024

100%

2023

### Competition law training completion rate

100%

2024

n/a

2023

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

# 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.

## Visit Corbion's website for all policies and statements



### Statements

- Advocacy and public affairs
- Biobased or renewable feedstock
- Biotechnology innovation
- Regulation on Deforestation-free Products (EUDR)
- Responsible sourcing
- Green chemistry
- Chemical safety
- Statement on PFAS

### Supplier and partner codes

- Supplier Code
- Cane Sugar Code
- Partner Code

### Sustainability policies

- Animal testing
- Cane Sugar Policy
- Conflict minerals
- Corbion Sustainable Agriculture Policy
- Circular economy, resource use and waste policy
- Human rights
- Inclusion and Diversity
- Corbion EHS Policy
- Palm oil
- Pollution
- Responsible communication
- Soy
- Global Quality Policy
- Water Policy

### Corporate governance codes and policies

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





Corbion

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