

Corbion inclusion and diversity policy

Corbion believes that innovation, creativity and quality results are driven by diverse perspectives. By establishing a diverse and inclusive culture, we feel strongly about doing the right thing for current and future generations.

To better serve and understand our workforce, customers and communities, it is essential that we evolve to reflect and represent them to the best of our ability.

Diverse perspectives in common purpose have great potential to drive global innovation and business growth. To realize this, we must continue to attract, develop, grow and retain talent across the organization, by creating an inclusive place to work which inspires our employees to perform at their best every day.

Inclusion is a state of being valued, respected and supported. It's about appreciating the needs of every individual and ensuring the right conditions exist for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture and practices, as well as in its programs and policies to support a diverse and inclusive workplace.

Diversity is anything that differentiates groups and people from one another. Differences include; ethnicity, gender, age, national origin, personality, physical ability, sexual orientation, education, religion and other dimensions.

Governance and review

The Chief Human Resources Officer and the Executive Committee hold joint accountability for the implementation of this policy and for fostering an inclusive and diverse workplace across the organization. This policy will be reviewed at least once a year.

Olivier Rigaud, CEO

Amsterdam, March 2026

Our inclusion and diversity themes

Establish a more diverse workforce by becoming an 'employer of choice'

Attract, retain and promote highly talented and diverse employees across all levels

Improve our customer and stakeholder relationships

Reflect and respond to changing customer and stakeholder developments

Enhance performance

Create well rounded and an increased range of leadership styles across all levels

