

Company Policy of the Peter Greven Group

Preamble:

Peter Greven GmbH & Co. KG is one of the leading manufacturers of oleochemical products based on renewable raw materials. Founded in 1923, the family business, now in its third generation, has continued to develop steadily. Today, Peter Greven is an international group of companies with production sites in Germany, the Netherlands, Malaysia and the USA, supplying customers in over 85 countries. Another pillar of the Peter Greven Group is its subsidiary Peter Greven Physioderm GmbH in Euskirchen. Peter Greven Physioderm offers a complete range of professional skin care products, covering skin protection, skin cleansing, skin care, disinfection and dispensing technology. The entire Peter Greven Group with Oleochemistry and Skin Protection has more than 400 employees.

The company policy applies to the entire Peter Greven Group, including all domestic and foreign group companies.¹

Basic Understanding

Given our company history and market position, we are aware of our responsibility towards our stakeholders and the environment.

We support the Sustainable Development Goals (SDGs) adopted by the United Nations and commit to contribute to their achievement. In doing so, we focus on the following SDGs:



We have also signed the Responsible Care Global Charter of the International Council of Chemical Associations (ICCA).

We meet the continuously increasing demands of our customers, employees, suppliers, authorities and the local community. We also serve the interests of our shareholders. We identify the relevant interested parties and their relevant issues annually at the management's strategy meeting.

With comprehensive management systems we want to ensure a continuous improvement process and fulfil our responsibility towards the environment and society.

¹ Companies that have recently been established or acquired as part of M&A activities are initially excluded. These will be gradually integrated into the scope of this policy.

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Our management systems at all locations are based on the internationally recognized DIN EN ISO 9001 standard. At our European locations Peter Greven GmbH & Co. KG, Peter Greven Nederland C.V. and Peter Greven Physiaderm GmbH, we also comply with DIN EN ISO 14001. In addition, at our main location at Peter Greven GmbH & Co. KG DIN EN ISO 50001 is also applied. Moreover, other application- and industry-specific standards are applied at the locations individually: at Peter Greven Nederland C.V., these are FSSC 22000, GMP+ and EXCiPACT™; at Peter Greven Asia Sdn. Bhd., HACCP and GMP; and at both locations, the Kosher and Halal regulations. The RSPO standard for sustainably certified palm oil is also applied at all locations within the scope of this policy to ensure compliance with sustainability standards throughout our supply chain.

In addition to these standards, the provisions of applicable laws and regulations are also incorporated into our management systems in accordance with our contracts.

When deciding on the need for external certification, we take into account not only internal and legal requirements, but also local needs and the requirements of our customers.

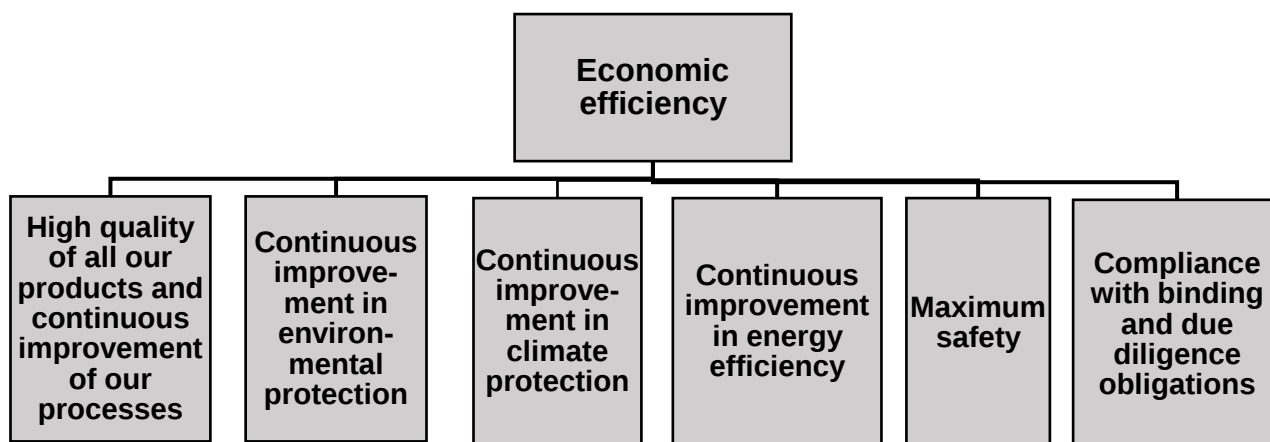
Strategy and global objectives

Securing the future of the company and thus also securing the jobs associated with the company is the primary goal of our corporate policy. In order to achieve this overall goal in global competition and taking into account the scenario-dependent climate-related risks due to climate change, it is necessary to ensure and continuously improve the company's economic efficiency. To this end, specific goals and strategies are developed and implemented for the individual business areas, taking into account and evaluating opportunities and risks.

In addition, the management has committed itself to the following equally important individual objectives for the continuous improvement of our products and processes and the continuous reduction of our impact on the environment:

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**Securing the future of the company
and the jobs associated with the company**



Measures, indicators and parameters

When formulating individual targets and deriving corresponding qualitative commitments, actions and specific quantitative KPIs, the material topics identified in the double materiality analysis are taken into account. This analysis is an integral part of our company-wide risk management system, which ensures that our business decisions are based on sound analysis and that both environmental and economic requirements are systematically taken into account.

Quality:

We develop products based on renewable raw materials, which in turn support our customers in developing sustainable solutions and enable them to manufacture and use sustainable products.

We place the highest demands on the safety of our products. We are committed to ensuring customer health and safety by developing safe products. We support our customers and users in the safe and environmentally friendly use of our products and, for example, use safety data sheets to inform them of the risks associated with their use. We consider the potential negative effects of chemical substances as early as the product development stage and try to avoid the use of hazardous substances or substitute them wherever possible.

Quality can only ever be assessed in relation to product and process requirements, which are ultimately determined by the customer. Every employee must be aware that our company can only compete in the market as long as we have satisfied customers.

We have therefore defined the QP inventory in relation to production volume and the number of complaints in relation to customer orders as KPIs in the area of quality. Annual target

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values are set for this purpose and the status of target achievement is discussed at the quarterly management meeting.

Environment & Energy:

We strive to continuously define and implement improvements in environmental protection. Environmental aspects are taken into account in restructuring and investment decisions, with due consideration given to economic proportionality and environmental impacts.

The purchase of energy-efficient products and services, as well as a more conscious and efficient use of energy also contribute to the competitiveness of our company. We support and promote opportunities to improve energy efficiency in our planning and design activities.

In the area of air, water and soil pollution, we regularly check our emissions into the air, water and soil, as well as additionally within the framework of our regulatory obligations.

We consider the protection of biodiversity and the preservation of ecosystems to be important. We want to better classify and understand our impact on biodiversity so that we can manage it while taking local conditions into account. To this end, we analyze whether production sites are located in or near biodiversity-sensitive areas. Our assessment includes the Natura 2000 classification, Key Biodiversity Areas (KBAs) and UNESCO Natural World Heritage Sites. If there are biodiversity-sensitive areas in the vicinity of individual sites, we document whether they have had a negative impact on these areas, including the cause and measures taken to reduce the impact on nature.

We have implemented a context-based water management within the group and are committed to the sustainable and efficient use of water resources in order to ensure security of supply and combat water scarcity in cooperation with local communities, governments and stakeholders. We monitor water consumption at all production sites and invest in processes that enable efficient water use. The measures implemented include water recovery and treatment systems. In doing so, we take into account long-term local conditions in external watershed areas and focus on improving water efficiency at our headquarters being the site with the highest water usage as well as production facilities in areas with high water stress.

We are committed to avoiding waste wherever possible or, if this is not possible, to recycling it as far as possible. Waste that we cannot recycle is disposed in an environmentally friendly manner and in accordance with the highest disposal standards. At our sites, we collect data on the quantities of waste, broken down into hazardous and non-hazardous waste.

We are committed to continuously reducing the environmental impact of our products. We regularly conduct life cycle analyses and product carbon footprint assessments to measure our impact and take actions to reduce it. We also communicate the results to our customers

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so that they can make informed decisions about their own Scope 3 emissions. At the end of their product life, many of our products have been proven to be highly biodegradable.

We also pay attention to sustainability when it comes to our raw materials and want to support the sustainable use of resources along the supply chain. To this end, we have laid down specific measures and targets in our Sustainable Procurement Policy and, specifically for palm products, in our Palm Oil Sourcing Policy.

We have defined energy intensity, water intensity and waste intensity as consumption in relation to production volume as global KPIs in the area of environment and energy. Here, too, annual targets are set and the status of target achievement is discussed at the quarterly management meeting.

Climate protection / Sustainability:

In addition, sustainability and climate protection are taken into account in the implementation of our goals, incorporating social, economic and ecological aspects, and are integrated into our internal Climate Protection Strategy. We are continuously working to reduce both our greenhouse gas emissions and our dependence on fossil fuels, even as production grows.

On our path to net zero, we have set ourselves ambitious science-based quantitative targets that have been validated by the Science-Based Targets initiative (SBTi):

- Reduction of our site-specific CO₂ emissions (Scope 1 and Scope 2 - market-based) by 46% by 2030 compared to the base year 2019
- Measuring and reducing emissions from our supply chain (Scope 3)
- Net zero emissions at our site in Euskirchen by 2030
- Net zero emissions at our main site by 2035
- Net zero emissions globally by 2050

We have set up a concrete transition plan to achieve these goals.

Maximum safety

Our top priority is to secure the future of the company and safeguard jobs. We consider it our fundamental duty to ensure maximum safety for all employees working in the company as well as for external parties. This also includes the prevention of health and accident risks in the workplace. Our goal is to have zero reportable accidents per year, which we have committed to in our Code of Conduct.

Maximum safety also includes the issue of plant safety. We attach great importance to a high level of safety in the operation of our plants and work continuously to identify, minimize and control the risks posed by our processes.

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Compliance & Ethics:

It goes without saying that we also strive to comply with all applicable legal provisions, human rights due diligence obligations, official requirements and other binding obligations (such as contractual obligations, voluntary commitments by associations, etc.). We unreservedly reject child labor, forced labor, human trafficking, bribery, extortion, corruption and discrimination of any kind, and we commit ourselves and our business partners to complying with our Code of Conduct. To ensure compliance with the principles and values described in our Code of Conduct, we have defined specific actions, key performance indicators and targets, which are described in detail in the Code of Conduct. These include the target of receiving zero confirmed complaints per year about possible compliance violations or human rights violations.

Employees:

Our employees are a key pillar in realizing and achieving the goals to which they are committed. This is reflected in their daily work and is consistently promoted by the company.

We are committed to continuously developing as an employer and to placing a sustained focus on the appreciation, qualification and satisfaction of our employees. We have defined clear actions and key performance indicators in our Human Resources Policy to ensure that these commitments are implemented.

Implementation and review of the company policy

The Peter Greven Group is committed to continuously implementing and applying the principles and values described in this corporate policy. For any existing shortcomings, if applicable, corrective actions will be taken to remedy them promptly.

Management is responsible for the development, implementation and further development of the corporate policy and uses management reviews and internal audits to ensure compliance with the policy and the effectiveness of the management systems. It regularly reviews the degree to which targets have been achieved.

This ensures that we are informed about the current status of target achievement in all areas, identify weaknesses, set up corrective actions and systematically remedy them in order to achieve continuous improvement.

The company policy is reviewed regularly once a year or in the event of significant organizational changes by the management and updated as necessary. All relevant changes are communicated to the affected stakeholders.

All of this is always done in the interests of our customers, employees and shareholders.

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Decision of November 2025.

**the management of
Peter Greven GmbH & Co. KG
Peter Greven Nederland C.V.
Peter Greven Physioderm GmbH
Peter Greven Asia Sdn. Bhd.
Norac Additives LLC**