



Corbion

Policy on stakeholder engagement

Corbion is dedicated to preserving what matters, preserving food and food production, health, and the planet. We are committed to making a positive impact on people, the planet, and communities. Our core values—Care, Courage, Commitment and Collaboration—are integral to our identity. Corbion recognizes its responsibility to engage with stakeholders and engages with them to gain insights into their interests and perspectives, and to integrate these into our strategy for sustainable growth. Stakeholders are defined as groups that are or could be positively or negatively impacted by Corbion's business activities, or that have the ability to impact Corbion's business activities.

This policy outlines our commitment to fostering stakeholder engagement, aligning with Principle 1.1.5 of the Dutch Corporate Governance Code, with the objectives to:

- ▶ Foster ongoing stakeholder engagement in support of our purpose and the creation of sustainable long-term value.
- ▶ Establish strong and enduring stakeholder relationships.
- ▶ Acknowledge and incorporate the perspectives and interests of a diverse range of stakeholders.
- ▶ Demonstrate Corbion's dedication to embedding sustainability into our long-term strategy.
- ▶ Enhance Corbion's corporate reputation within and beyond our markets.

Engagement with our stakeholders

Corbion's stakeholder engagement encompasses six primary categories, each exerting influence on our activities and being affected by them. We believe that maintaining effective dialogues with these groups is vital for creating a responsible, sustainable, and resilient business model. Corbion conducts ongoing conversations with these stakeholders through various means, including materiality assessments, reputation audits, and consumer opinion surveys. Outcomes from these interactions inform our strategic decisions and operational plans.

A. Employees

Corbion employs a diverse workforce of over 2,600 employees across multiple countries. We prioritize providing a safe and inclusive work environment, as well as supporting our employees in their professional journeys.

Interactions: Employee surveys, internal communications, meetings, team-building activities, onboarding programs.



Corbion

Policy on stakeholder engagement

B. Customers

Corbion serves a wide range of customers who rely on our biobased solutions. We strive to understand and meet their needs by actively seeking their feedback and insights.

Interactions: Customer feedback channels, regular surveys, trade shows, meetings, email communication, focus groups, social media engagement.

C. Suppliers and workers in the supply chain

We collaborate closely with various suppliers who play a crucial role in our operations and sustainability strategy. We expect responsible behavior and adherence to our supplier code of conduct. We engage with value chain workers about material actual and potential positive and/or negative impacts and ensure their perspectives are taken into account.

Interactions: Supplier meetings, adherence to our supplier code of conduct, supplier days, meetings with NGOs as proxies for supply chain workers and smallholder farmers, supply chain worker interviews (social audits).

D. Financial community

Corbion maintains transparent and timely communication with financial analysts, investors, and other financial stakeholders. We provide comprehensive information about our purpose, strategy, goals, financial performance, and operations.

Interactions: One-on-one and group meetings, investor relations activities, press releases, corporate website.

E. Authorities

As an industry leader, we engage with European, national, and local government bodies, as well as industry associations across the world to promote sustainability and responsible business practices.

Interactions: Collaborative partnerships, engagement with government bodies at various levels, involvement in industry associations.

F. Local communities

We actively engage with our local communities through a range of initiatives aimed at fostering positive relationships, making a meaningful impact on people and the planet as well as addressing potential negative impacts.

Interactions: Collaborations with national and local organizations to promote sustainability, open days, regular meetings with local communities, collaborations with local educational institutions, knowledge institutes, innovation partners, NGOs.

Policy on stakeholder engagement



Key principles

In our engagement with stakeholders, Corbion is guided by the following principles:

- ▶ **Alignment with our corporate values:** We engage with stakeholders by upholding our core values of Care, Courage, Commitment and Collaboration.
- ▶ **Integrity:** We act in accordance with the principles and obligations outlined in the United Nations Universal Declaration of Human Rights, core labor standards of the International Labor Organization, United Nations Guiding Principles, and the United Nations Global Compact.
- ▶ **Transparency:** We share our ambitions, positions, risks, opportunities, and impacts on people and the environment in a clear and open manner.
- ▶ **Trustworthiness:** The information we provide to stakeholders is reliable and evidence-based; we do not endorse doubtful or false information.
- ▶ **Thoughtfulness:** Our decision-making processes consider the views and impacts on various stakeholders and the local environment.
- ▶ **Cooperation:** We actively engage in dialogue with stakeholders by sharing pertinent information to facilitate productive conversations, including compliance with industry association requirements.
- ▶ **Consideration:** We take the needs, expectations, and concerns of our stakeholders seriously.
- ▶ **Compliance:** All initiatives and decisions are made in compliance with Corbion's Code of Business Conduct and relevant laws and regulations.
- ▶ **Sustainability:** We prioritize sustainable options and actively invite our stakeholders to participate in and support our sustainable journey.

This policy applies to all employees of Corbion while performing their job functions. It has been approved by the Corbion Executive Committee and is publicly available on Corbion's corporate website. The policy may be revised and updated in the future as needed.