2024 Impact Report

Inolex

Inspiring Positive Rebellion.

"Sustainably designed, socially responsible ingredients are the building blocks that create lasting impact."

Puja Agarwal
Regional Business Director, South Asia, SEA, Oceania and Japan – Sales

Margo Nauman
Sales Associate – Trend Watcher

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Sales Director

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From our CEO

“What is the impact we are driving—for people, for the planet, and for our business?”

At Inolex, we operate on the idea that the best way to meet the future is to shape it—through chemistry, creativity, and above all, innovation. This year, we embraced a simple but powerful idea: bring forth ingredients that make an impact for good.

We have always been a company rooted in purpose. From designing safe, readily biodegradable ingredients to partnering with growers who steward the land, our work has never been just about what we make. It’s about the difference it makes. In 2024, we began to elevate this philosophy even further. We started aligning every initiative, investment, and innovation with the question: **What is the impact we are driving—for people, for the planet, and for our business?**

This mindset now threads across every part of the organization. In our **product innovation**, it fuels a deepened commitment to green chemistry and lifecycle thinking. Conducting Life Cycle Assessments (LCAs) across our portfolio to map carbon footprint and strengthening the bridge between early-stage research and commercial viability are concrete examples of how we advance our innovation pipeline with greater clarity and purpose.

Across our **operations**, we continued to invest in efficiency improvements, most notably at our flagship Charlotte US facility where we’ve initiated new wastewater systems, and began to embark on energy mapping, and feedstock sourcing strategies. We are proving that sustainability and operational excellence go hand in hand across our worldwide manufacturing network.

When it comes to our **customers**, we’re tuning into intimacy, the kind that comes from listening first, collaborating often, and delivering forward, science-based solutions. Whether through transparency and certifications, formulation inspiration, or LCA data, we’re making it easier than ever for our partners to build smart, sustainable products with confidence.

These aren’t isolated successes—they are signals of Inolex learning, evolving, and aligning our business priorities with our sustainability goals.

Looking ahead to 2025, we are focused on accelerating this momentum. We’ll be developing our Scope 3 emissions roadmap, expanding our product traceability initiatives, and investing in capital projects that strengthen impact and resilience. Across it all, we will remain grounded in our values: respectful engagement, scientific integrity, and an unwavering mission—boldly pursuing safer, greener and simply better ingredients.

Thank you to all our stakeholders joining us on this journey. Together, we are creating ingredients with impact.

David Plimpton,
Chief Executive Officer, Inolex

Innovation rooted in responsibility

Operating on the principles of green chemistry and scientific rigor, Inolex designs and manufactures sustainable, high-performance ingredients for the health, beauty, and wellness industries.
For decades, we've brought together science, nature, and creativity to deliver ingredient solutions that meet the performance needs of brands around the globe, while aligning with the environmental and ethical values of modern consumers.

We are fiercely independent, we are entrepreneurially focused, and our mission is clear: boldly pursuing safer, greener, and simply better ingredients. We bring positive rebellion by designing life-enhancing ingredients that care for people and the places we inhabit. Through every product and partnership, we prioritize safety, transparency, and performance results. Inolex is pushing the boundaries of what's possible for cosmetic formulation with a continuous focus on reducing our impact.

1876

Inolex founding (as D.B. Martin Company) producing fats, oils, and derivatives

1961

Ester technology embraced for personal care and industrial applications

1998

A new era of R&D and the seeds of Green Chemistry

2012

A conscious shift towards sustainability and life cycle thinking

2015

Building a global network for regional reach

The data represents operations at Inolex as of 2024.

Inolex Inc. | 601 Walnut Street, Suite 220 E | Philadelphia, PA 19106

2024

10
Inolex locations globally

85+
countries where our products are sold

31,000+
consumer products with Inolex innovation ingredients*

96
active patents on ingredient innovations

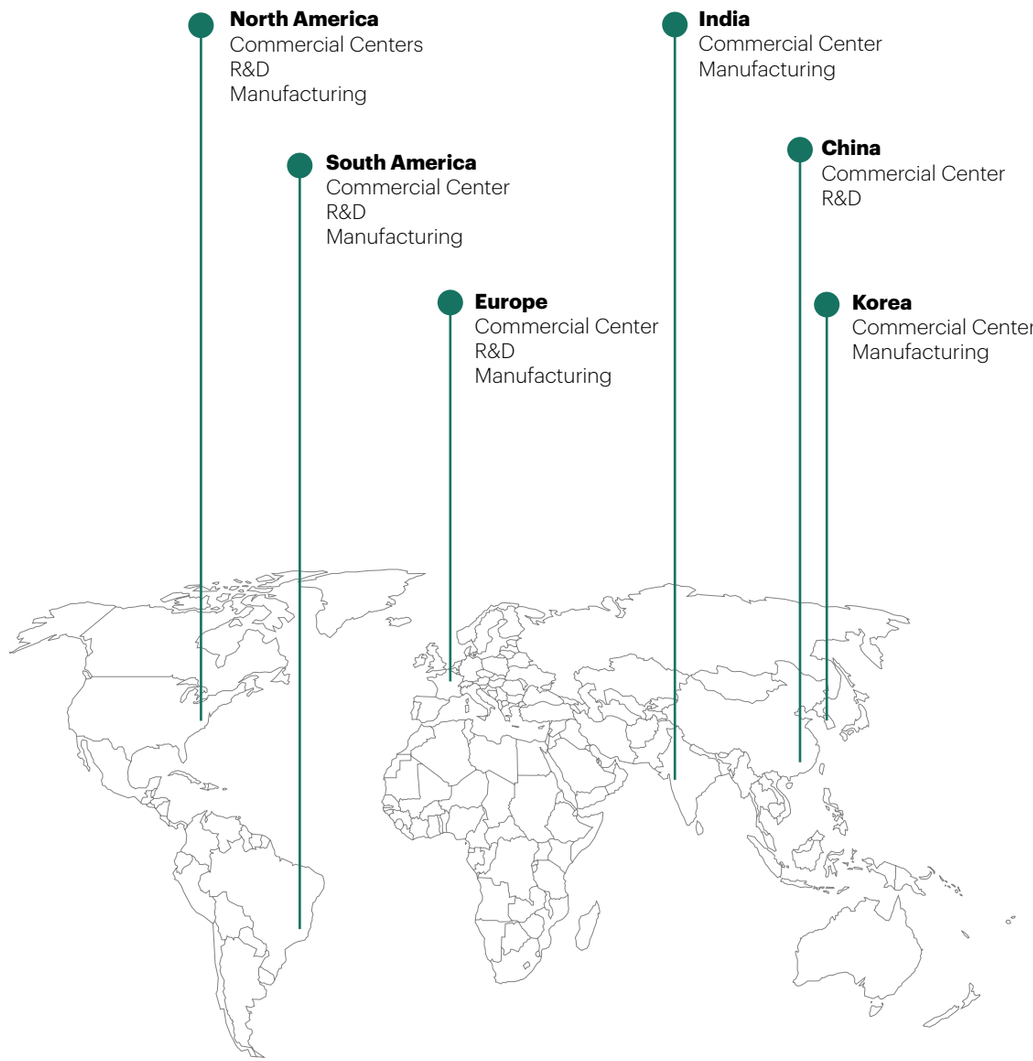
*Source: Mintel

Global presence, local impact

Inolex serves customers in over 85 countries, touching brands and reaching consumers in over 31,000 beauty and personal care products. Our global footprint spans four continents with commercial, technical, and regulatory teams positioned in North America, Europe, South America, and Asia. This regionalized structure allows us to be close to our customers and supply chain partners, and manufacture near the source of raw materials to reduce transportation emissions.

Our localized strategy helps us be nimble and adapt quickly to whatever comes our way. We take pride in aligning our operations with regional needs and cultural nuances, all while upholding quality and sustainability standards. Whether supporting large-scale multinationals or fast-growing indie brands, we provide tailored ingredient solutions and expert guidance rooted in a deep understanding of formulation science and the ever-evolving global regulatory landscape.

Understanding local market dynamics contributes to Inolex business resilience and gives us the opportunity to enhance sustainability points at every step.



Ingredient design that moves the industry forward

We are ingredient designers who think beyond functional chemistry. We envision ingredients as foundational elements that shape the experience, performance, and sustainability of the final product. Our portfolio includes natural preservation systems, multi-functional emollients, biodegradable silicone alternatives, and non-quaternary conditioning agents. Across all ingredient categories, our technologies are thoughtfully designed using the principles of green chemistry and lifecycle thinking to meet the highest standards of safety, efficacy, and environmental responsibility.

Inolex is shaping the future of beauty and wellness through bold ideas, purpose-driven partnerships, and uncompromising commitment to science. We don’t just adapt to change in the industry, we lead it.

Embedding sustainability in every decision

We approach sustainability as a mindset. It's an approach that goes beyond a set of initiatives, embedding responsible thinking into every level of the organization. Sustainability shapes the way we design ingredients, run manufacturing, source raw materials, and engage with our global community. True impact is realized when environmental responsibility and human wellbeing are part of every business decision.

As ingredient designers, we are in a position to influence sustainability throughout the value chain – from the origin of raw materials to the end-customer's experience with a finished product. Our commitment is to use this influence to drive the industry forward. Through innovative thinking and collaboration with our partners, we are moving toward a safer, greener, and better future.

Impact that Influences the Supply Chain

Responsible Sourcing
Regional sourcing of raw materials

Ingredient Design
Green chemistry & lifecycle thinking

Manufacturing
Localized regional manufacturing model

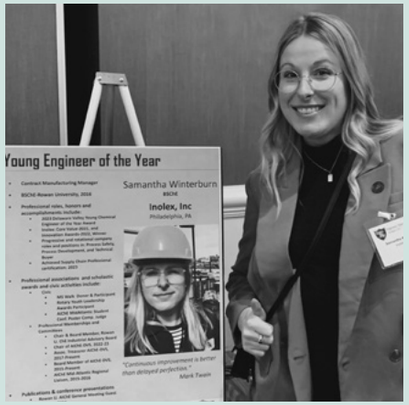
Distribution
Global network aligned with regional market

Brand Adoption
Customer discovery for thoughtful product solutions

End Consumer Experience
Market sensing and retailer alignment

Our values in action

We know that sustainability has fused with our core values because we see it in action.



We are Entrepreneurial

We are free to innovate boldly and push for progress where others pause.

We are Results Oriented

Impact must be measurable, and as we build a successful business, we make sure our ingredients are a force for good.

We are True to our Word

We say what we mean and do what we say we will do. Our environmental and social claims are backed by science, transparent metrics, and consistent follow-through.

We are Respectfully Engaged

Sustainability is personal. We prioritize meaningful person-to-person engagement as stewards in our global community.

We Bring our Greatest Strengths Every Day

We show up. We bring our talents and our expertise to solve tough sustainability challenges.

Safer.
Greener.
Simply Better.

"Our team is driven by the belief that sustainability is the way forward, whether we're scaling a manufacturing process, optimizing a reaction pathway, or collaborating with customers."

Marcela Rosales – Regional Sales Manager

Strategy for a resilient, sustainable future

In our drive to deliver the future of beauty care with chemistry that is intentionally better, we place sustainability at the heart of all we do. It defines our innovation, our leadership decisions, and our purpose as a company.

This requires a long term sustainability strategy grounded in sound principles and supported by a framework that integrates environmental, social, and operational risks into our business model. Yet our approach goes well beyond this. With a sustainability ethos that runs strong throughout the organization, operating with impact is core to who we are as a business. We seek to make a positive impact at every stage, from ingredient design and creation, to delivery, and ultimately in end use.

The responsibility and opportunity to bring our purpose to life and make an impact lies in the hands of each department, team member, senior leader, and board member. This shared agency serves as a catalyst to initiate smart, forward looking changes that ultimately deliver safer, greener, and simply better ingredients.

The reality is that sustainability in the twenty first century requires companies to be adaptable. In a world where environmental stewardship is needed, global supply chains are tested, and the regulatory landscape continues to change from region to region, a thoughtfully designed sustainability strategy, implemented well, translates to good business.

At Inolex, it ensures we remain agile and resilient, and remain integral partners to the beauty care brands we serve.

Sustainability is not a parallel track. It is governed, measured, and managed across all business areas, from the plant floor to the boardroom.

- **Board & Leadership Engagement:** Members speak into the focus and direction of our sustainability strategy, helping to guide business decisions and support measurable progress along the way.
- **Integrated Accountability:** All areas of the business, including R&D, EHS, and Operations are responsible for implementing key initiatives and tracking data. Sustainability metrics influence product design, capital investments, risk planning, engineering, and more.
- **Stakeholder Engagement:** We view continuous engagement from the inside out, starting with team members and reaching through to customers, suppliers, and our broader ecosystem to identify emerging opportunities and risks, and refine our strategy.
- **Regional Manufacturing Strategy:** A broad cross-divisional business area that addresses sustainability in the context of continuity and supply resilience; emissions reduction through localized production; compliance with region-specific regulations; and economic support for local communities.

One of the most visible ways we put strategy to work is through regionalized manufacturing and sourcing. This model shortens supply networks, reduces emissions, and strengthens our ability to serve customers locally and consistently.

2024 At a glance: metrics that matter

100%
of new innovations are biobased

60%
of total material sold is biobased

99%
of our portfolio is verified biodegradable

55%
Target reduction of Scope 1 and 2 emissions by 2033 guiding our climate impact strategy

98%
of supply is compliant with our environmental and social standards

100%
of eligible team members who applied received the maximum student loan support

100%
of team members receive annual performance and career development reviews

Innovating Sustainably

"We lead with science. Green chemistry principles and life cycle thinking define our ingredient portfolio. Respect for nature and community guide how we do business the Inolex way."

Mark Evans – Business Director, EMEA

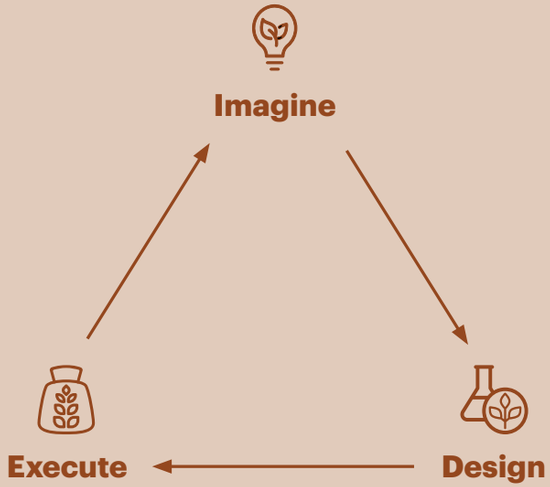
Product & green chemistry stewardship

It's no secret that innovation and sustainability go hand-in-hand at Inolex. Every new ingredient we design reflects a commitment to green chemistry, responsible sourcing, and life cycle stewardship. In 2024, we advanced this mission significantly by embedding sustainability even deeper into our product development process through the expansion of our **Imagine, Design, Execute (IDEX)** methodology.

IDEX now stands at the core of how we innovate. The process is a structured framework that guides ideas from concept to commercialization by continually testing them against four essential questions:

- Is there a real problem or opportunity?
- Are we capable of providing a sustainable solution?
- Can we differentiate and win?
- Is it worth it?

IDEX Process



Through this structured vetting and phased execution, **IDEX** moves ideas through four stages–vetting, learning, prepping, and execution–by leveraging evidence, not assumptions. Importantly, the process ensures that commercial potential, and technical feasibility are considered collaboratively and through the lens of sustainability before advancing investments. Criteria such as biodegradability, regulatory readiness, and environmental impact are incorporated early on in product development.

- **IDEX** fosters collaboration across R&D, Product Stewardship, Marketing, and Supply Chain, ensuring cross-functional sustainability and accountability from ideation to commercialization.

As a result of this disciplined approach, our product innovation is increasingly defined by measurable ESG benefits.

Product & green chemistry stewardship

Green chemistry as a design principle: metrics and progress

Sustainability-by-design remains at the heart of our innovation:

60%
carbon sourced of renewable origin

100%
of new innovations majority biobased

99%
of ingredients are verified biodegradable under OECD or equivalent testing standards.

100%
of products launched or in late-stage development through IDEX undergo a green chemistry screening evaluating red flags (e.g., persistent, bioaccumulative, toxic properties) and life cycle impacts.

Regulatory Alignment and Product Transparency

Product Stewardship and Regulatory Compliance are fundamental components of Inolex product design. In 2024:

- We expanded internal Product Stewardship training to strengthen compliance knowledge across departments.
- Every active product maintains a regulatory Product Dossier summarizing key global regulatory statuses, certifications, hazard communications, and sustainability attributes.
- Investments in systems such as LISAM for SDS management and compliance tracking continue to improve transparency across markets.

Life cycle thinking

Building on the momentum from 2023, we expanded our Life Cycle Assessment (LCA) program into 2024. New LCAs were conducted on products including our silicone alternatives and ester-based emollients, deepening our understanding of the cradle-to-gate environmental impacts associated with raw materials, manufacturing processes, and transportation. These assessments revealed concrete opportunities for carbon reduction of silicone-free formulas, as well as internal findings for continuous improvement of several technologies.

In fact, environmental footprint thinking has become standard practice across departments. LCA data is being put to good use, to inform raw material sourcing strategies, energy optimization initiatives, and formulation decisions. Inolex has also initiated supplier data collection efforts to enhance the precision of our Scope 3 emissions reporting and support broader corporate decarbonization goals.

Customers are increasingly asking for LCA summaries and sustainability profiles for key ingredients. By offering this next level of analysis of our products, we are helping brand partners meet their own ESG reporting and product transparency goals.

Environmental Footprint Assessments

Life cycle assessments now routinely inform:

- Raw material selection
- Process optimization to lower energy/water demands
- New technology screening and assessment
- Customer-facing sustainability claims
- Internal continuous improvement projects

Positive impact product spotlight: ProCondition™ 22

What's old is new: a classic case in sustainable design

The Imagine, Design, Execute (IDEX) process here at Inolex not only guides the innovation of new technologies, but also informs existing product innovation through Launched Product Growth workstreams. Utilizing this framework with existing products facilitates a deep look at development opportunities for the product including product performance claims, manufacturing process, raw material sourcing, and more. Further, by embedding LCA findings into the Launched Product Growth process, we are applying environmental impact data real-time to inform various design choices.

One example is how we identified a new purifying and deodorizing process that reduces carbon footprint and generates less waste. Another opportunity identified through IDEX analyzes potential raw materials that exhibit lower carbon footprint and the potential to incorporate them into the value chain. Applying the IDEX lens further, we engaged person-to-person with rapeseed oil farmers to learn more about this versatile crop and better manage environmental risks and opportunities at the feedstock level – a replicable framework to leverage as we continue to explore alternative feedstocks.

1800+

ProCondition™ 22 is making a positive impact in 1800+ products on the market*

* Source: Mintel GNPD

ProCondition™ 22 is a classic case of what it means to truly be sustainable and sustain on the market for years. Brands already using ProCondition™ 22 are finding new uses and launching new products to multiply the impact of ProCondition™ 22. It's a pillar of natural, cationic, non-quat conditioning in the industry with a sustainability profile that continues to advance the market.

How ProCondition™ 22 makes an impact:

- **Easy on the ocean:** it's readily biodegradable and used in rinse-off formulas, lessening the contamination risk of waterways and oceans.
- **Value for farmers:** Brassica-derived feedstock is sourced from farmers using regenerative agriculture practices, with yields of primary crops improved by using rapeseed as a cover crop.
- **Performance for consumers:** with comparable wet and dry combing to a standard behentrimonium chloride conditioning agent, ProCondition™ 22 doesn't hold back in providing the results consumers desire with added sustainability benefits.
- **Better on climate:** with a reduced carbon footprint compared to a standard stearamidopropyl dimethylamine, the energy-efficient processing of ProCondition™ 22 demonstrates a measurable reduction in global warming potential

Certifications & safety

Certifications and safety validation remain a top priority in our innovation strategy. In 2024, new product launches were screened against enhanced safety protocols, with rigorous biodegradation and aquatic toxicity testing embedded within the IDEX phases as well as identifying all eligible ingredient certifications. These built in measures ensure that sustainability claims are backed by scientific evidence before any product reaches the market.

In 2024, Inolex maintained third-party certifications across our product portfolio, for all new product launches and existing technologies, including:

- All palm-derived materials are required to be RSPO Mass Balance certified
- All products over 69% biobased are tested and certified USDA BioPreferred
- All products are assessed for ISO 16128 Natural-Derived standard

399+

product certifications (and growing) are maintained annually

Our product design practices systemically eliminate high-persistence, high bioaccumulation chemistries for the industry. This positions Inolex at the forefront of regulatory readiness as global standards continue to rise.

Transparency is foundational

The quality and thoroughness of our Technical & Regulatory Product Dossiers underlines our commitment to transparency. Each dossier captures a full environmental and safety profile, from global regulatory status to sustainability benefits. We maintain this high level of documentation to build trust with our customers and provide assurance that Inolex ingredients meet the highest standards of environmental and human safety.

Readily available product documentation provided by Inolex includes:

- Global regulatory status
- Safety and environmental assessments
- Biobased and biodegradable content
- Certifications and claims validation

Standardized documentation supports faster customer due diligence and simplifies regulatory submissions reinforcing our commitment to clear, science-based communication.

Responsible Supply Chain

"Traceability and accountability enable sounder ESG practices. The journey of a seed—from grower to ingredient design to consumer brand and finally end of life—is the origin of a responsible footprint."

Julie Moore – Inventory Controller

Applying a sustainability lens throughout the value chain

Responsible supply chain management is both a moral imperative and a strategic advantage. We engage with raw material suppliers who share our environmental and social values, working in full transparency to achieve a traceable and more responsible supply chain.

In 2024, we advanced multiple initiatives to deepen insights into our sourcing footprint. Our efforts are enhancing supplier accountability supporting the expansion of sustainable farming practices and supporting smallholder livelihoods in high-impact sourcing regions.

91%
traceability audit completion

98%
of our supply base is compliant with the Inolex Supplier Code of Conduct

93%
traceability to palm mills

77%
traceability to palm plantations

Supply chain ethics & impact

As part of our long-term commitment to transparency, we made measurable progress in the traceability of our raw material supply chain, achieving our goal of **91% traceability audit completion** across all supplier groups. Our traceability system tracks the geographic origin, composition, feedstock, and sustainability attribute of each material used in our ingredient portfolio. The system is further embedded into our procurement and product stewardship processes.

We require suppliers to disclose:

- Feedstock origin
- Sustainability certifications such as RSPO, Bonsurco, Sustainable Castor Association
- GMO status
- Allergen content
- Compliance with halal, vegan, and cruelty-free standards
- Pesticide use
- Impurities
- Alignment with ISO quality and environmental management certifications

Environmental & Social Vetting

We also took steps in 2024 to formalize and strengthen the vendor approval process, explicitly integrating the environmental and social criteria into sourcing decisions for new vendors. Vendors are now vetted holistically for quality, compliance, and their commitment to sustainable agriculture, ethical labor practices, and transparent operations.

The year also saw the development of a supplier engagement protocol for addressing transparency and compliance gaps. This includes providing targeted outreach and tools to help non-compliant suppliers improve, while enabling the responsible disengagement from those unwilling to align with our standards.
Our internal team works collaboratively across functions to review data submissions, audit results, and leverage third-party risk assessments to inform decisions.

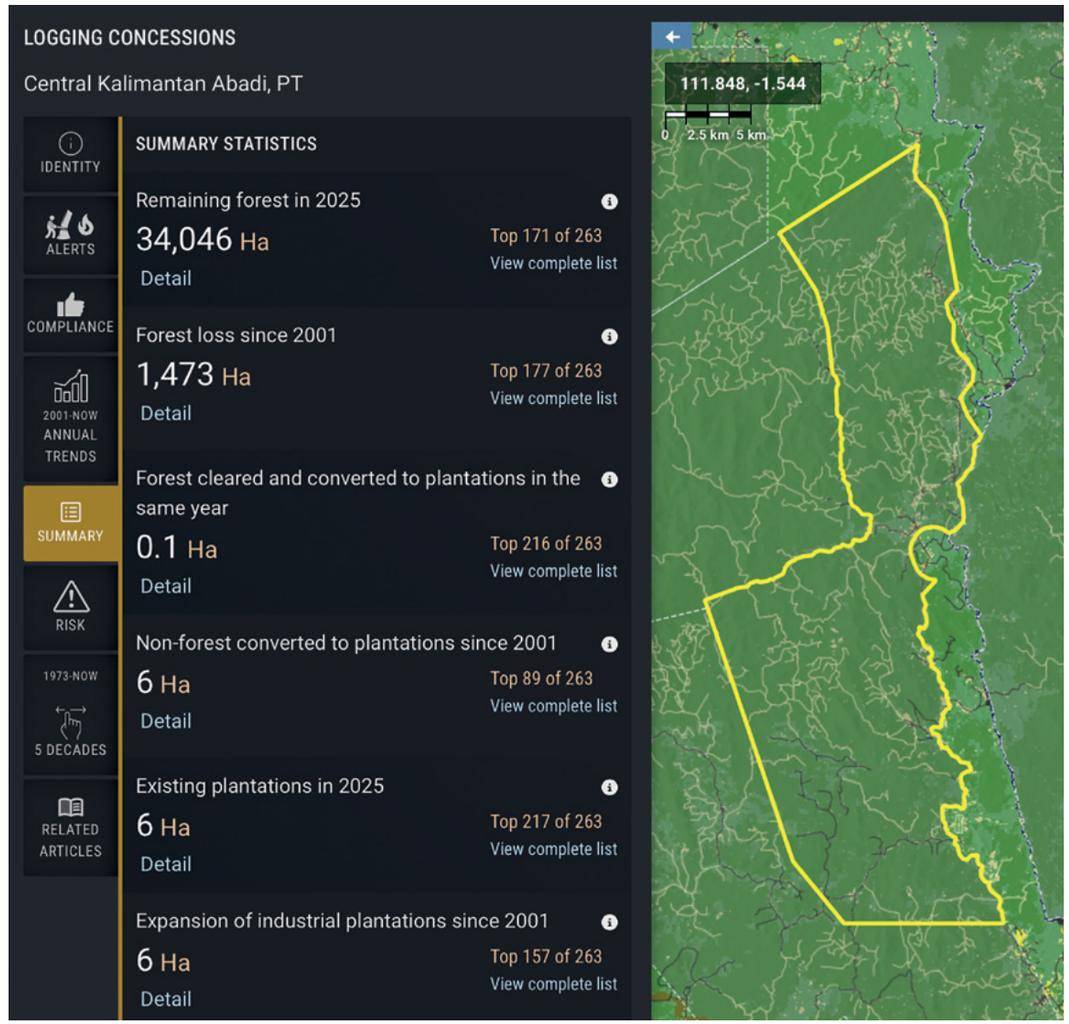
Feedstock research

In 2025, we are commissioning graduate-level environmental studies research on each of our strategic feedstocks: brassica, castor, palm, coconut, sugarcane, corn, and olive. The research will take a critical look at the available certification models for each feedstock to deepen our knowledge of sustainability impacts and risk mitigation strategies.

Palm Feedstock Research

For palm-derived inputs we are taking things one step further. Our first full traceability investigation with Action for Sustainable Derivatives (ASD) resulted in a clearer, data-backed view of the sourcing landscape for palm across Southeast Asia.

To enhance visibility into the palm supply chain, in 2024 we also piloted satellite monitoring tools across ASD-flagged priority regions, including Riau, Central Kalimantan, and Sabah to assess forest clearance risk and mill-level behavior. These advanced tools are an essential step toward proactively addressing land use change as we prepare for regulatory changes like the EU Deforestation Regulation (EUDR) and future traceability expectations across jurisdictions.



An example of Nusantara Atlas in action for the logging industry: tracking the actions and drivers of deforestation.

From transparency to action

In 2024, we developed a formal grievance management procedure to ensure that any supplier concerns, particularly those related to palm sourcing, are reviewed swiftly and addressed appropriately. The process includes monthly internal screenings of stakeholder alerts, a defined review protocol, and a decision tree for response actions, ranging from supplier engagement to supplier disengagement if violations are substantiated. While no grievances required escalation in 2024, having this framework in place demonstrates our readiness to respond to labor or land use violations with clarity and accountability.

In addition to advancing our supply chain data collection and technology, we reinforced our ethical commitments through investment and policy alignment. In 2024, we contributed to the ASD Fund for palm certification and human rights advancement. The fund pools contributions from members of Action for Sustainable Derivatives to mobilize on-the-ground training, documentation, and auditing resources for smallholder farmers and mill operators. The investment complements our internal traceability programs by enabling real progress in grower communities, where livelihoods, land stewardship, and labor conditions intersect.

Inolex supports the ASD Impact Fund, a pooled funding model and direct mechanism to improve smallholder livelihoods, address human rights issues, restore local landscapes, and increase RSPO certifications.

Case Study:
Regenerative brassica farming

Region: Kentucky & Tennessee, U.S.

Focus: Soil health, traceability, and sustainable agriculture partnerships

In 2024, members of our team took a road trip to brassica farms and processing facilities across Kentucky and Tennessee. Our goal was to deepen relationships with agricultural partners and observe first-hand the farming practices contributing to the sustainable profile of this versatile crop. The visit was part of our broader commitment to transparency and feedstock traceability centered around the raw materials used in our biobased and biodegradable product lines.

Brassica is a hardy winter cover crop that offers significant agronomic benefits. Its deep root system improves soil aeration and structure, suppresses weeds without chemical herbicides, and requires no irrigation. By rotating brassica between major crops like wheat and corn, farmers have seen yield improvements of up to 15%. The plant's natural drying properties eliminate the need for energy-intensive drying steps, contributing to overall lower input requirements.

During the visit, our team observed precision agriculture in action. Technology such as satellite-guided strip tilling to reduce tillage practices and the use of renewable energy such as solar panels, are modernizing farms and making them more sustainable in the process. We visited grain elevators employing strict moisture and quality controls and a crushing facility that processes the seeds into oil through an energy-efficient mechanical extraction process.

Farm-to-facility insights inform our feedstock mapping and lifecycle assessment (LCA) data. Moreover, our on-the-ground involvement reinforces the benefits of sourcing regionally and building enduring relationships with like-minded partners.

Brassica isn't just a sustainable crop; it's a bridge between regenerative farming and responsible ingredient design.

Localized manufacturing for resilience

A natural extension of our long-term strategy, our localized manufacturing model has become a vital operational tool for supply chain resilience and sustainability. Holistically, regional production is a forward-looking risk mitigation, but its execution in the supply chain is grounded in day-to-day realities like supplier diversification, logistics agility, and responsiveness to market disruptions.

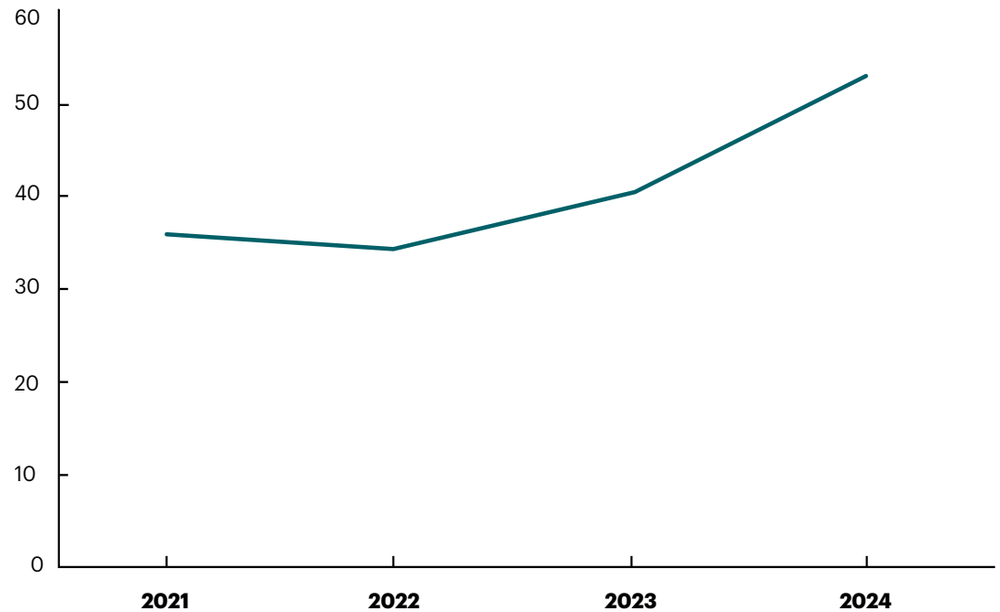
In 2024, we deepened this regional approach and increased raw materials sourcing from suppliers located near our manufacturing facilities by 12%. Mapping the majority of our raw materials as locally-sourced enables us to reduce lead times, logistics dependencies, and cross-border shipping risks–especially amid ongoing geopolitical uncertainty and regulatory tightening. Localized production also helps us comply more effectively with region-specific requirements and reduce emissions associated with long-haul transport.

With this model, we've also broadened supplier engagement within each region to build redundancies and flexibility into our sourcing structure. By expanding our network of qualified vendors for critical inputs like coconut derivatives, brassica oils, and palm-based ingredients, we ensure continuity of supply without compromising on quality or sustainability standards.

52%

Regional sourcing

Percentage of Supply Sourced Locally*



Holistically, regional production is a forward-looking risk mitigation strategy, but its execution in the supply chain is grounded in day-to-day realities like supplier diversification, logistics agility, and responsiveness to market disruptions.

*Within the continent of final manufacture

Operating with Purpose

"We are all stewards of the environment. Conscious resource use, energy consumption, and circularity help ensure the impacts of our business don't compromise the future of our planet."

Kasan Swiney – Warehouse Supervisor

Operating purposefully

Managing Inolex operations responsibly serves as the backbone of our sustainability commitment. We continuously seek to optimize resource use, reduce emissions, and embed circular practices across our manufacturing footprint. Our environmental management approach supports systematic identification of risks and opportunities to ensure we remain compliant, efficient, and forward-looking in how we manage our environmental impact.

In 2024, our operational focus spanned three key areas:

- Managing energy and emissions
- Setting targets for energy reductions
- Improving water stewardship.

As part of our enterprise strategy, we elevated the Charlotte, NC facility as a core business priority. Serving as our flagship US production site, Charlotte is critical for delivering operational excellence, supply continuity, and customer responsiveness. Efforts in Charlotte in 2024, enhance efficiency but also position the site to scale future innovation and fulfill manufacturing production goals.

3,404 tCO_2eq

Scope 1 & 2 emissions

We have set a target reduction of 55% by 2033 vs 2022 baseline.

10.7 GJ.

Energy use per production unit

Our energy efficiency metric serves to monitor how we use energy relative to increased production demands.

94%

Wastewater processed onsite

We focused on improving past years' challenges with wastewater and are now operating at optimum performance without disrupting production.

Energy & emissions management

In 2024, we continued our decarbonization journey, guided by preparations for submitting targets to the Science-Based Target initiative (SBTi). This process is part of a broader roadmap to reduce Scope 1 and 2 emissions by 55% from a 2022 baseline by 2033. While formal site-level actions were limited in 2024, internal planning and scoping efforts advanced groundwork for future reductions. These include assessments of strategic sourcing, potential process and equipment changes, and low-carbon chemistry innovations.

	2020	2021	2022	2023	2024
Scope 1	1,929	1,888	1,909	1,970	1,776
Scope 2 (Location Based)	1,963	2,051	1,730	1,598	1,628
Scope 2 (Market Based)	1,810	1,808	1,663	1,625	1,654
Scope 3	Not calculated	26,434	41,029	37,044	34,338
Energy use per production	8.3	7.9	7.1	10.1	10.7

Operational energy efficiency remained a priority in 2024. Although overall energy use per production unit increased from 10.1 GJ in 2023 to 10.7 GJ in 2024, new efficiency projects have been proposed to reverse this trend. Projects under consideration that aim to lower electricity demands such as a targeted HVAC system for the pastillator unit, replacing whole-room conditioning with equipment-specific air management. Similarly, previous upgrades like VDF-equipped pumps and bulk tank installations are contributing to incremental improvements.

A site-wide initiative is also underway to map the U.S. facility's energy use by utility type–electricity, natural gas, steam, and more–providing a clearer picture of where reductions can be achieved most effectively.

Water stewardship

Our approach to water management at Inolex focuses on conservation and operational excellence. In 2024, a major milestone was accomplished with the successful installation and year-long operation of additional equalization tanks at our Charlotte, U.S. facility. These tanks provide a vital buffer capacity, allowing us to manage surges in wastewater volumes without interrupting production.

Since their commissioning, we've experienced near-zero production disruptions due to wastewater handling, an achievement that highlights the connection between environmental management and business continuity.

Optimization of our dissolved air flotation (DAF) system, which is critical for removing fats, oils, and grease (FOG), also delivered measurable benefits. In 2024, we installed a new polymer dosing system that significantly reduced FOG generation by up to 16% through improved control and more precise feed ratios. These advancements complement earlier upgrades to pretreatment standard operating procedures and real-time quality instrumentation capabilities. Collectively, these improvements reduce offsite water discharges and improve permit compliance.

While no new Clean-in-Place (CIP) installations were made in 2024, we continue to evaluate CIP program expansion and pursue water reuse where feasible. Rinse water reuse from tank cleanouts has already contributed to measurable reductions in total water use, and new water reduction KPIs have been added to our operational metrics.

Water stewardship metrics

	2020	2021	2022	2023	2024
Water withdrawal (CCF)	15,499	11,138	8394	5437	6237
Wastewater generated (CCF)	Not calculated	Not calculated	8642	5132	4451
Percentage of wastewater discharged	Not calculated			84%	94%
Wastewater notices of violation	Not calculated	Not calculated	16	28	1

Waste management & circularity

Our waste management program in 2024 reflected both tactical wins and long-term planning. One of the most impactful changes was the redirection of 100% of hotwell tote water to our internal wastewater treatment system. Previously, disposed of offsite, this waste stream now undergoes treatment in-house, reducing costs, emissions, and materials to landfill.

We also advanced several pilot projects that demonstrate our commitment to circularity. These included the identification of a new filtration system, slated for potential installation in 2025, and a new purifying process for our amidoamines that reduces hazardous waste generation. For our ester-based technologies, lab-scale trials tested catalyst-free reaction processes and new concepts for color removal. Both of these initiatives have the potential to reduce waste generation and processing inefficiencies.

To better understand and target areas for improvement, we expanded our waste tracking categories to include lab waste, spill cleanup, and inventory disposal. These data insights, combined with regular reviews of policies like our Hazardous Waste Contingency Plan and Waste Minimization Plan, position us to start reducing our operational waste footprint.

Preventing waste is the most efficient form of waste management.

Waste generated	2020	2021	2022	2023	2024
Hazardous chemical waste (MT)	7.7	3.4	16.3	32.1	31.9
Non-hazardous chemical waste (MT)	475.6	467.4	908.5	1352.8	1870.2
General waste (MT)	138.6	134.3	146.8	94.0	54.2
Chemical waste generated per unit of production	0.08	0.07	0.13	0.28	0.39

Material reused, recycled, or otherwise diverted from landfill	2020	2021	2022	2023	2024
Cardboard recycled (MT)	11.2	10.0	12.3	10.1	7.1
Scrap metal recycled (MT)	Not tracked			46.9	14.9

Engaging Respectfully

> "Sustainability isn't a department at Inolex, it's a mindset backed by discipline. And it starts with how we show up every day."

Sung Soo Riu – Business Director, Korea

Occupational health & safety

In 2024, we continued to strengthen our Environmental, Health, and Safety (EHS) program alignment with ISO 45001 standards. Our safety culture emphasizes prevention through participation. We invite team member input as a key driver to help shape EHS policies and launch employee engagement campaigns. Campaigns are shaped by safety observations, near-miss trends, and direct employee input via our EHS feedback loop. Additionally, a focus on new audit protocols and hands-on site enhancements are contributing to greater participation from our team to initiate, and implement, a continuously improved safety framework.

Preventative safety culture is powered by team member engagement and cross-functional feedback.

At our Charlotte and Philadelphia locations, we enhanced our safety systems by expanding the use of digital training platforms and formalizing core risk management procedures. In parallel, our safety training procedures were elevated to improve reach, accountability, and impact.

Campaigns in 2024 focused on practical, real-time scenarios like ergonomics, seasonal hazards, and chemical handling, which were supported by monthly safety improvements and onsite briefings. With increased participation and hands-on learning now integrated into standard operating procedures, these efforts reinforce a culture where safety is proactive, shared, and embedded in every role.

Safety metrics

	2020	2021	2022	2023	2024
OSHA recordables	2	4	2	1	1
Lost time accidents	2	1	0	0	0
First aid injuries	6	3	5	4	4
Total recordable incident rate (TRIR)	4.8	6.4	3.2	1.3	1.3
Safety training completion	New metric in 2022		85%	91%	98%

Employment, retention, & culture

We are thrilled to see that employee satisfaction and retention continued to rise in 2024. The 2024 survey of our operations and quality control teams revealed strong collaboration and alignment with company core values. Team members reported high engagement and a healthy work-life balance. Following the survey we noticed a few key areas for improvement; enhanced training and equipment, and the request for more equitable pay across departments. In response, Inolex initiated several changes:

- A restructuring of the operations department to boost collaboration, support career growth, and improve shift focus
- Market and skill-based pay adjustments were made across departments
- Competency evaluations to access skills and knowledge
- Implementation of a site-wide training and SOP/SOW program

A place to thrive

On the hiring front, we enhanced our recruitment strategy by adding pay transparency to job postings and embedding company cultural alignment into our candidate evaluation. Additionally, our cultural-fit-driven hiring process helped ensure new team members not only brought the right expertise, but also aligned with our values of respectful engagement and shared accountability.

Inolex offers comprehensive benefits to our team, offering a path to proactively achieve health, wellness, and life goals. These include:

- Health benefit options with a fully company-funded option and modest copays.
- Our PTO program of True30, designed to provide enhanced time away from work opportunities for even our newest, most junior team members.
- Student loan reimbursement and tuition reimbursement for continuing education.
- Our new Lifestyle Spending Account (LSA), a perk provided by Inolex that reimburses team members for health and wellness expenses, and sometimes other costs that aren't typically covered under a standard health insurance. Eligible programs may include physical wellness, financial wellness, and emotional wellness.

Wellness programming was expanded in 2024. In-person Wellness Days in Philadelphia and Charlotte featured biometric screenings, massage chairs, and sessions on nutrition and physical fitness. Most significantly, our Employee Assistance Program (EAP), originally only available in the U.S., was extended globally in 2024, providing confidential mental health and life services to all team members worldwide.

We continue to evaluate and update our workplace platform, ensuring an environment that enables every team member to thrive and do their best work.

Equity and opportunity

We view equity not only as a matter of fairness, but as a driver of professional growth and economic mobility. That belief comes to life in the way we invest in our people—from entry-level roles to pathways for leadership development.

Our education reimbursement program remains one of the clearest expressions of this commitment. In 2024, dozens of team members utilized the program to pursue degrees, certifications, and advanced training aligned with their long-term goals. These efforts were complemented by student loan assistance distributed to 20 employees, easing financial burdens and enabling career advancement.

100%

of team members receive annual performance and career development reviews

100%

of eligible team members who applied received the maximum student load support

To further support skill-building, we expanded partnerships with training organizations such as Catapult, MEA, Dale Carnegie, and PuzzleHR. These resources provide access to customized development programs spanning operational excellence, people management, and technical leadership. Executive coaching also continued at the leadership level, reinforcing our belief that growth doesn't stop at the top – it is also modeled from it.

Our hiring process reflects our values globally. New team members joined from India, Korea, Germany, and Malaysia, which brings critical local expertise to our operations and extends opportunity regionally where it's rooted. In the U.S., our compensation equity review process with Catapult ensured fair, market-aligned pay across job functions and demographics.

Together, these programs build a culture where opportunity is accessible, growth is supported, and equity is a shared responsibility.

Percentage of	2022	2023	2024
Women at Inolex	42	46	44
Racial / ethnic minority at Inolex (US)	New metric in 2023	35	36

We previously reported on demographics in management and in senior leadership. In 2025, we are reevaluating the definitions for our leadership tiers to best reflect how we operate and will issue a new metric to help evaluate equity in leadership going forward.

Community engagement

In 2024, we evolved our community outreach to a more structured, values-driven approach that reflects our belief in shared responsibility. A central example of this evolution was the launch of Inolex's Match Donation Program, which doubled employee contributions to causes they most care about. During our inaugural Giving Tuesday campaign alone, every team member donation was matched by our company, one-to-one.

We also found new ways to strengthen the fabric within our own community. One highlight was our annual Bring Our Kids to Work Day, where children of Inolex employees experienced a hands-on introduction to green science in the beauty industry. This fun filled day was expanded to two of our sites. Lab activities included making bath bombs and lip balms, learning about lab safety, and exploring the building blocks of cosmetic formulation. By connecting kids to the work their parents do–and igniting interest in STEM at a young age – we are helping to inspire the next generation of scientists, innovators, and sustainability champions.

Across geographies, employees were encouraged to organize local volunteer activities and engage with regional causes. These collective actions, at work and in the world, reinforce Inolex's commitment to being a good neighbor and a proactive partner in every community we touch.

300+
Hygiene kits assembled

100+
items donated

1:1
company matching gift program

Regular volunteer events brought teams together at sites including:

- Charlotte Rescue Mission (Charlotte) for hygiene kit assembly
- Fairmount Park (Philadelphia) for environmental restoration
- Crisis Assistance Ministry (Charlotte) onsite snack pack creation

Industry engagement

We place enormous value on person-to-person relationships and creating partnerships that endure across the industry. As an organization, we remained active in platforms representing leadership in science, regulatory, beauty and personal care, and sustainability. We participated in numerous events with groups such as the American Cleaning Institute (ACI), Personal Care Products Council (PCPC), and the Sustainable Castor Association. These strong organizational collaborations provide a forum to contribute to movements that are making an impact through collective momentum. Participation in global industry discussions allow us to learn from like-minded members, and share the Inolex perspective, grounded in innovation and ingredient transparency.

Through these multifaceted engagements – internal and external, professional and personal –Inolex continues to demonstrate that respectful engagement person-to-person isn't a one-time act, but rather a way of being sound global citizens.

From left to right:

- Ecovadis
- Sustainable Castor Association (SCA)
- Carbon Disclosure Project (CDP)
- Global Reporting Initiative (GRI)
- Personal Care Products Council (PCPC)
- International Collaboration on Cosmetics Safety (ICCS)
- Roundtable on Sustainable Palm Oil (RSPO)
- The United Nations Global Compact (UNGC)
- American Cleaning Institute (ACI)
- Action for Sustainable Derivatives (ASD)
- Cosmetics Alliance Canada (CAC)

2025 Governance

"We embed sustainability into all levels of our company, because it's everyone's job to make sure our targets for improvement are met with action."

Art Knox – President

Governance

From Vision to Accountability: Acting with Principle

In 2024, we continued to evolve our oversight structure and systems to ensure that sustainability is integrated not just as a set of initiatives, but as a core business strategy.

Oversight of sustainability and Environmental, Social, and Governance (ESG) issues at Inolex is embedded at the executive level, with Vice Presidents accountable for performance across environmental operations, product stewardship, human capital, and supply chain management. This domain-specific accountability leads to ESG decision-making that is informed by functional expertise and operational insight.

ESG Integration

Sustainability is not an adjunct function at Inolex—it is foundational to how we design, source, and manufacture our products. Thanks to our Imagine, Design, Execute (IDEX) methodology, green chemistry principles and lifecycle thinking are embedded into product innovation from the earliest stages. In 2024, this approach directly shaped decisions related to energy-intensive processing, feedstock selection, and product certification strategies, reinforcing our commitment to reduce environmental impact while delivering performance.

Supplier engagement remains another cornerstone of our ESG execution. As the global regulatory landscape continues to evolve, with new frameworks like the EU Deforestation Regulation (EUDR) and growing demand for traceability, we have expanded due diligence efforts across the value chain. Initiatives such as our Feedstock Mapping Tool and participation in third-party audits allow us to proactively manage risk and ensure alignment with both internal standards and customer expectations.

At the same time, we recognize that ESG data is a service. In support of our 2025 business priority to accelerate customer intimacy, we've prioritized transparency tools and sustainability insights that empower customers to move faster and more confidently. By providing lifecycle assessments and ingredient sustainability profiles early in the development cycle, we reduce barriers to innovation, help brand partners meet their ESG goals, and differentiate Inolex as a trusted, frictionless collaborator.

Stakeholder Engagement

To make informed, responsible decisions, we rely on open and responsive channels with all stakeholders. In 2024, employee surveys, community partner outreach, and customer collaboration on ingredient disclosure and certifications all contributed to meaningful feedback loops.

Internally, quarterly manager meetings, satisfaction surveys, and DEI committee listening sessions shaped improvements to team development, cultural engagement, and hiring practices. Externally, regular engagement with industry coalitions and scientific partners helped align our product development roadmap with the expectations of customers, regulators, and local communities.

Data Management

Our sustainability performance is only as strong as the data behind it. Last year, we improved Scope 3 emissions precision by shifting industry-average assumptions to supplier-specific data for Category 1 (Purchased Goods & Services) and Category 7 (Employee Commuting). We also expanded our Scope 3 analysis to include Scope 9 (Downstream Transportation & Distribution), further refining our footprint assessments.

2025 Goals & Commitments

At Inolex, we take pride in the fact that our sustainability progress is rooted in pragmatic ambition, delivering measurable impact while adapting to regulatory, scientific, and stakeholder expectations. In 2025, we are building on the foundations laid in prior years with new goals that drive transparency, reduce negative environmental impact, and enhance our social and operational resilience.

Accelerating Climate Accountability

Following significant progress in Scope 1 and 2 emissions management, 2025 will focus on defining a comprehensive Scope 3 roadmap. This effort will prioritize emissions hotspots while engaging suppliers in the collection of primary emissions data. We will also complete a renewable energy sourcing review, evaluating both direct investments and renewable energy credits (RECs) to support our long-term decarbonization strategy.

Governance

Deepening Supply Chain Integrity

Traceability and risk mitigation will remain at the heart of our 2025 supply chain goals. We plan to initiate an on-the-ground visit focused on coconut sourcing, following the success of traceability audits in palm and castor. This will also lend well to our plan to publish a Feedstock Risk & Reward report, identifying opportunities and vulnerabilities across emerging renewable inputs. Meanwhile, enhancements to our proprietary Feedstock Mapping Tool will continue, supporting product innovation and regulatory readiness.

Strengthening Internal Systems and Standards

We will undertake an ISO review of our internal LCA tool, so that we can remain confident that is scientifically robust, transparent, and aligned with the latest standards in environmental impact assessment. In our Charlotte facility, safety performance metrics will be revamped to better link performance with remuneration and accountability, further reinforcing our culture of shared responsibility. At the organizational level, we will allocate capital expenditure (CAPEX) toward key sustainability initiatives so that operational improvements are backed by long-term investment.

Supporting a Culture of Engagement

At the organizational level, we will allocate capital expenditure (CAPEX) toward key sustainability initiatives, ensuring that operational improvements are backed by long-term investment.

Scope of Reporting

This Impact Report covers Inolex's environmental, social, and governance (ESG) performance for the reporting period of January 1, 2024, through December 31, 2024. It includes data and narrative updates across our global operations and key supply chain initiatives, reflecting progress toward our sustainability and business objectives.

Inolex reports on an annual basis, with the goal of maintaining transparency and accountability to our stakeholders. For questions, feedback, or additional information regarding this report, please contact:

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We take an impact first approach.
Shaping the future through chemistry, creativity, and innovation.

GRI content index

Statement of Use

Inolex, Inc. has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024.

GRI Standards Used

GRI 1: Foundation 2021

GRI content index

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 2: General Disclosures	2-1	Organizational details		Innovation rooted in responsibility; page 5 Global presence, local impact; page 6 About us
	2-2	Entities included in the organization's sustainability reporting		Innovation rooted in responsibility; page 5 Global presence, local impact; page 6 Global footprint
	2-3	Reporting period, frequency and contact point		Scope of reporting; page 40
	2-4	Restatements of information	Reason for omission: Not applicable Explanation of omission: There were no restatements of information from CY '23-'24	
	2-5	External assurance		External assurance for reported information was not received. Internal controls, including review by the Board, President, and CEO were used to ensure accuracy of reported information. Our GHG inventory is conducted annually by a third party, which uses internal controls to ensure accuracy of reported information.
	Activities and workers			
	2-6	Activities and workers		Innovation rooted in responsibility; page 5
	2-7	Employees		**Employee Breakdown** / **Female** / **Male** / **Other*** / **Not Disclosed** / **Total** Number of employees (head count/FTE): 71 / 90 / 0 / 0 / 161 Number of permanent employees (head count/FTE): 68 / 90 / 0 / 0 / 158 Number of temporary employees (head count/FTE): 3 / 0 / 0 / 0 / 3 Number of non-guaranteed hours employees (head count/FTE): 2 / 2 / 0 / 0 / 4 Number of full-time employees (head count/FTE): 69 / 88 / 0 / 0 / 157 Number of part-time employees (head count/FTE): 0 / 0 / 0 / 0 / 0
	2-8	Workers who are not employees		**Non-Employee Breakdown** / **Total** Number of non-employees (head count): 2
	Governance			
	2-9	Governance structure and composition		From Vision to Accountability: Acting with principle; page 39
	2-10	Nomination and selection of the highest governance body		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-11	Chair of the highest governance body		From our CEO; page 4
	2-12	Role of the highest governance body in overseeing the management of impacts		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-13	Delegation of responsibility for managing impacts		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-14	Role of the highest governance body in sustainability reporting		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 2: General Disclosures	2-15	Conflicts of interest		Conflict of Interest Policy
	2-16	Communication of critical concerns		Code of Ethical Conduct Grievance management; page 23
	2-17	Collective knowledge of the highest governance body		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-18	Evaluation of the performance of the highest governance body		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-19	Remuneration policies		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	2-20	Process to determine remuneration		ESG / Sustainability Oversight From Vision to Accountability: Acting with principle; page 39
	Strategies, policies, and practices			
	2-21	Annual total compensation ratio	Reason for omission: Confidentiality and legal constraints Explanation for omission: As a privately held company, Inolex is not legally required to disclose executive pay ratios (SEC item 402 applies to public issuers). Publishing this metric at our size and structure could indirectly disclose personally identifiable compensation information, conflicting with data-protection and confidentiality obligations. Inolex monitors pay practices internally and may reassess public disclosure in future reporting cycles.	Equity and opportunity; page 35
	2-22	Statement on sustainable development strategy		SDG alignment and support
	2-23	Policy commitments		Policy Center
	2-24	Embedding policy commitments		Details for how we embed our policy commitments are included throughout the report for relevant material topics.
	2-25	Processes to remediate negative impacts		Code of Ethical Conduct
	2-26	Mechanisms for seeking advice and raising concerns		Code of Ethical Conduct
	2-27	Compliance with laws and regulations		Code of Ethical Conduct
	2-28	Membership associations		Industry engagement; page 37 In addition to EcoVadis and CDP, our relationships with membership associations are included throughout the report.
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement		Stakeholder engagement; page 11
	2-30	Collective bargaining agreements		This information is not tracked as Inolex employees are not covered by collective bargaining agreements
GRI 3: Material Topics 2021	3-1	Process to determine material topics		Strategy for a resilient, sustainable future; page 11 ESG integration; page 50 Stakeholder engagement; page 11 Measuring What Matters - 2021 report

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 3: Material Topics 2021	3-2	List of material topics		ESG Governance Transparency and reporting Advancing the industry Market acceptability Ingredient transparency and verification Green chemistry and ingredient life cycles Product quality and safety Responsible supply chain Environmental impact of operations Employee safety and wellness Talent stewardship Diversity, equity, and inclusion Community and industry engagement
Material Topic(s): Ingredient transparency and verification; Green chemistry and ingredient lifecycles; Advancing the industry; Product quality and safety; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Certifications and safety; page 18
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories		Transparency is foundational; page 18
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		There were no incidents of non-compliance during the reporting period
Material Topic(s): Market acceptability; Ingredient transparency and verification; Transparency and reporting; Advancing the industry; Product quality and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics		Transparency is foundational; page 18
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		Transparency is foundational; page 18
	417-2	Incidents of non-compliance concerning product and service information and labeling		There were no incidents of non-compliance during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications		There were no incidents of non-compliance during the reporting period.
Material Topic(s): Responsible supply chain				
GRI 3: Material Topics 2021	3-3	Management of material topics		Responsible supply chain; page 19 Supply chain ethics and impact; page 21 NDPE (No Deforestation, No Peat)
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers		Localized manufacturing for resilience and sustainability; page 25
Material Topic(s): ESG governance; Transparency and reporting				
GRI 3: Material Topics 2021	3-3	Management of material topics		Code of Ethical Conduct Conflict of interest policy
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption suppliers		Environmental and social vetting; page 21 NDPE policy statement
	205-2	Communication and training about anti-corruption policies and procedures		Code of Ethical Conduct Conflict of interest policy
	205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption reported in the reporting period.

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
Material Topic(s): Green chemistry and ingredient life cycles; Environmental impact of operations; Product quality and safety				
GRI 3: Material Topics 2021	3-3	Management of material topics		Life Cycle Management policy statement Embedding sustainability in every decision; page 8 Product and green chemistry stewardship; page 15 Life cycle thinking; page 16
GRI 301: Materials	301-1	Materials used by weight or volume		Waste management and circularity; page 30
	301-2	Recycled input materials used		0%
	301-3	Reclaimed products and their packaging materials		Waste management and circularity; page 30
Material Topic(s): Green chemistry and ingredient life cycles; Environmental impact of operations				
GRI 3: Material Topics 2021	3-3	Management of material topics		Energy Management policy statement Energy and emissions management; page 28
GRI 302: Energy	302-1	Energy consumption within the organization		Energy and emissions management; page 28
	302-3	Energy intensity		Energy and emissions management; page 28
	302-4	Reduction of energy consumption		Energy and emissions management; page 28
	302-5	Reductions in energy requirements of products and services		Energy and emissions management; page 28
Material Topic(s): Green chemistry and ingredient life cycles; Environmental impact of operations				
GRI 3: Material Topics 2021	3-3	Management of material topics		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30
	303-2	Management of water discharge-related impacts		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30
	303-3	Water withdrawal		Water stewardship; page 29
	303-4	Water discharge		Water stewardship; page 29
	303-5	Water consumption		Water stewardship; page 29
Material Topic(s): Environmental impact of operations; Green chemistry and ingredient life cycle thinking				
GRI 3: Material Topics 2021	3-3	Management of material topics		Climate Change policy statement Operating purposefully; page 27 Energy and emissions management; page 28
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions		Energy and emissions management; page 28
	305-2	Energy indirect (Scope 2) GHG emissions		Energy and emissions management; page 28
	305-3	Other indirect (Scope 3) GHG emissions		Energy and emissions management; page 28
GRI 305: Emissions	305-4	GHG emissions intensity		Energy and emissions management; page 28
	305-5	Reduction of GHG emissions		Energy and emissions management; page 28
Material Topic(s): Environmental impact of operations; Green chemistry and ingredient life cycle thinking				
GRI 3: Material Topics 2021	3-3	Management of material topics		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30
	306-2	Management of significant waste-related impacts		Water Management policy statement Water stewardship; page 29 Waste management and circularity; page 30
	306-3	Waste generated		Waste management and circularity; page 30
	306-4	Waste diverted from disposal		Waste management and circularity; page 30
	306-5	Waste directed to disposal		Waste management and circularity; page 30
Material Topic(s): Responsible supply chain, Product quality and safety; Advancing the industry; Market acceptability; Ingredient transparency and verification; Environmental impact of operations				
GRI 3: Material Topics 2021	3-3	Management of material topics		Responsible supply chain; page 19 Supply chain ethics and impact; page 21 NDPE policy statement Environmental and social vetting; page 21
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria		Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
	308-2	Negative environmental impacts in the supply chain and actions taken	Reason for omission: Not applicable Explanation of omission: There were no incidents of negative social impacts during the reporting period	
Material Topic(s): Responsible supplychain, Employee safety and wellness; Advancing the industry; Market acceptability; Ingredient transparency and verification; ESG governance				
GRI 3: Material Topics 2021	3-3	Management of material topics		Code of Ethical Conduct Human Rights policy statement Free, Prior, and Informed Consent policy statement NDPE policy statement Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		Code of Ethical Conduct Human Rights policy statement Free, Prior, and Informed Consent policy statement NDPE policy statement Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
Material Topic(s): Responsible supply chain, Employee safety and wellness; Advancing the industry; Market acceptability; Ingredient transparency and verification; ESG governance; Diversity, equity, and inclusion				
GRI 3: Material Topics 2021	3-3	Management of material topics		Code of Ethical Conduct Human Rights policy statement Free, Prior, and Informed Consent policy statement NDPE policy statement Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Code of Ethical Conduct Human Rights policy statement Free, Prior, and Informed Consent policy statement NDPE policy statement Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
Material Topic(s): Responsible supply chain, Employee safety and wellness; Advancing the industry; Market acceptability; Ingredient transparency and verification; ESG governance; Diversity, equity, and inclusion				
GRI 3: Material Topics 2021	3-3	Management of material topics		Responsible supply chain; page 19 Supply chain ethics and impact; page 21 NDPE policy statement Environmental and social vetting; page 21

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria		Supply chain ethics and impact; page 21 Environmental and social vetting; page 21
	414-2	Negative social impacts in the supply chain and actions taken	Reason for omission: Not applicable Explanation of omission: There were no incidents of negative social impacts during the reporting period	
Material Topic(s): Employee safety and wellness; Talent stewardship; Diversity, equity, and inclusion; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Engaging respectfully; page 31 Employment, retention, and culture; page 33
GRI 401: Employment	401-1	New employee hires and employee turnover		Engaging respectfully; page 31 Employment, retention, and culture; page 33
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Exceptional benefits
	401-3	Parental leave		Exceptional benefits
Material Topic(s): Employee safety and wellness; Talent stewardship; Diversity, equity, and inclusion; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Occupational health and safety; page 32
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system		Occupational health and safety; page 32
	403-2	Hazard identification, risk assessment, and incident investigation		Occupational health and safety; page 32
	403-3	Occupational health services		Employment, retention, and culture; page 33
	403-4	Worker participation, consultation, and communication on occupational health and safety		Occupational health and safety; page 32
	403-5	Worker training on occupational health and safety		Occupational health and safety; page 32
	403-6	Promotion of worker health		Occupational health and safety; page 32
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Responsible supply chain; page 19 Environmental and social vetting; page 21 Occupational health and safety; page 32
	403-8	Workers covered by an occupational health and safety management system		Occupational health and safety; page 32
	403-9	Work-related injuries		Occupational health and safety; page 32
	403-10	Work-related ill health		Occupational health and safety; page 32
Material Topic(s): Employee safety and wellness; Talent stewardship; Diversity, equity, and inclusion; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Regulatory alignment and product transparency; page 15 Occupational health and safety; page 32 Equity and opportunity; page 35
GRI 404: Training and Education	404-1	Average hours of training per year per employee		Occupational health and safety; page 32 Equity and opportunity; page 35
	404-2	Programs for upgrading employee skills and transition assistance programs		Equity and opportunity; page 35
	404-3	Percentage of employees receiving regular performance and career development reviews		Equity and opportunity; page 35
Material Topic(s): Employee safety and wellness; Talent stewardship; Diversity, equity, and inclusion; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Diversity, equity, and inclusion policy statement

GRI Standard	Disclosure number	Disclosure	Omission	2024 Response (location)
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees		Equity and opportunity; page 35
	405-2	Ratio of basic salary and remuneration of women to men		Equity and opportunity; page 35
Material Topic(s): Employee safety and wellness; Talent stewardship; Diversity, equity, and inclusion; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Code of Ethical Conduct Human Rights policy statement Diversity, equity, and inclusion policy statement
GRI 406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	Reason for omission: Not applicable Explanation of omission: There were no claims or recorded incidents of discrimination during the reporting period	
Material Topic(s): Community and industry engagement; Responsible supply chain; Advancing the industry; Market acceptability				
GRI 3: Material Topics 2021	3-3	Management of material topics		Responsible supply chain; page 19 Supply chain ethics and impact; page 21 Environmental and social vetting; page 21 Community engagement; page 36
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs		Supply chain ethics and impact; page 21 Environmental and social vetting; page 21 Community engagement; page 36

Sustainability focus areas

Sustainability involves issues in the following three categories:
Environmental, Social, and Governance (abbreviated as ESG). The below demonstrates alignment with the United Nations Sustainable Development Goals (UN SDGs).

Innovating Sustainably

Improve ingredient science and create impactful and conscious products

Clean Water & Sanitation

Industry, Innovation & Infrastructure

Responsible Consumption & Production

Life Below Water

Life on Land

Operating Purposefully

Better the environment and social impact of our operations

Decent Work & Economic Growth

Responsible Consumption & Production

Climate Action

Life on Land

Engaging Respectfully

Create a workplace and a community that fosters healthy, safe and inclusive practices

Good Health & Wellbeing

Gender Equality

Decent Work & Economic Growth

Reduced Inequalities

Partnerships for the Goals

Inolex