



Sustainability

Partnering for Performance,
Powered by Purpose

12.01.2025

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INTRODUCTION

Sustainability is no longer a choice; it's a catalyst for innovation, resilience, and brand value. As consumer expectations evolve, our customers seek partners who can help them deliver high-performance solutions while advancing environmental goals, managing risk, and strengthening supply chains.

We believe that sustainability is a shared journey. We're working alongside our customers to shape what's next and to create better together. We don't just deliver products; we co-create value through a strategic fusion of capabilities, service, and collaboration, that is engineered to solve complex challenges, unlock performance, and drive long-term impact.



"Our sustainability framework ensures that our environmental, social and government efforts are not only strategic but also measurable, transparent, and aligned with global best practices."

Dan DiZio, Global Director, Sustainability



ESG Framework

Since 2022, Vantage has accelerated its ESG (Environmental, Social, Governance) efforts to build a comprehensive, action-oriented sustainability framework. Our journey began with a foundational materiality assessment and has evolved into a global strategy that integrates sustainability into every decision we make.

We're aligning our efforts with international frameworks, engaging diverse stakeholders, and sharpening our focus on the ESG topics that matter most to our business and our customers.

>80% bio-based

With **more than 80% of our portfolio derived from bio-based feedstocks**, we're committed to responsible sourcing and operations across personal care & beauty, food, pharma, agriculture, surface treatment and other high-performance consumer and industrial markets.



Impact

We take a long-term, holistic approach to environmental sustainability that is grounded in natural chemistry and integrated ESG practices. By continuously improving operations, engaging communities, and managing risk, we build trusted partnerships and resilient supply chains that fuel sustainable growth.



People

We invest in top talent and empower our teams to thrive. Through collaboration, recognition, and development, we unlock individual potential and strengthen our business with diverse perspectives that drive performance.



Governance

We operate with integrity, transparency, and accountability. Our policies and standards guide responsible decision-making, while third-party certifications reinforce our commitment to safety, ethics, product quality, and supply chain transparency.





2025 Vantage



TRIR: 0.7

Total Recordable Incident Rate

All Industry: 2.7

Chemical Manufacturing Avg.: 1.8



Safety Performance

Vantage is proud to operate one of the safest chemical manufacturing operations in the world, maintaining a safety record well below the chemical industry, private industry and all industry averages.

Safety is never optional – it is essential. It's our foundation for excellence and the first promise we keep for ourselves, our customers, and the communities where we operate.

Safety is proactive – Prevention beats reaction.

Safety is personal – Everyone owns it.

Safety is operational – It's how we work, not just what we say.



ENVIRONMENT

Our environmental strategy is built on three pillars:



Responsible Operations

Prioritizing safety, compliance, and stewardship



Resilient Supply

Designing agile, future-ready supply chains



Reliable Partner

Ensuring consistent quality and traceability

Vantage is committed to transparent, reliable reporting on our environmental performance. Since 2021, we've made significant progress in reducing our greenhouse gas emissions and water usage across our global operations.

Environmental Stewardship and Performance

Vantage tracks and reports greenhouse gas emissions across Scopes 1, 2 and 3, with a commitment to reducing energy use and emissions intensity across our manufacturing sites. We continue to elevate the robustness in our data gathering with the support of our suppliers through an ESG supplier questionnaire that was launched in 2024.

Since **2021**

23% reduced
Scope 1 & 2 Emissions

2021: 107,249 tCO₂e

2024: 82,258 tCO₂e

A reduction of nearly 25,000 tCO₂e

10% reduced
Scope 3 Emissions

Scope 3 emissions include indirect greenhouse gas emissions that occur in a company's value chain and are not directly controlled by Vantage.

20% reduced

Water Withdrawal

2021: 16,522 ML

2024: 13,152 ML

A reduction of 3,370 ML





Vantage is working toward supply chain transparency for all our natural oils. We are focused on ensuring traceability **From Farm to Formulation™**, with clear visibility into sourcing practices, supplier partnerships, and environmental and social impacts at every stage. To support this effort, we participate in several industry organizations:



Members of **Roundtable on Sustainable Palm Oil (RSPO)**, Transparency One



Participate in the **Action for Sustainable Derivatives (ASD)** disclosure

NATURAL OILS: FROM SOIL TO SERUM

True sustainability begins in the field. Vantage's owned jojoba operations in the United States (Arizona) and Argentina exemplify our commitment to responsible sourcing and environmental stewardship.

Arizona Operations

Our **farm is 100% organic and Fair for Life™ certified**, ensuring ethical practices and full traceability.

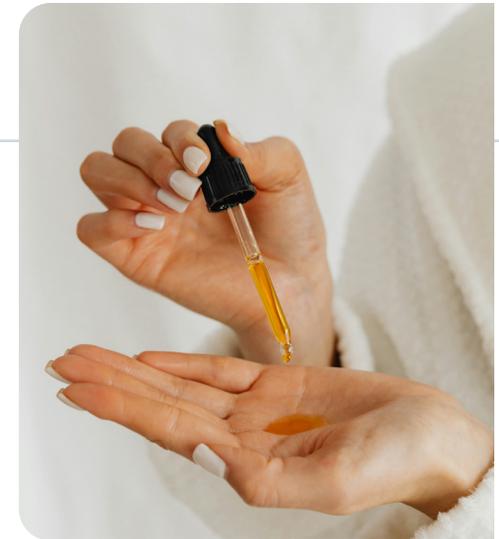


Argentina Operations

We use precision drip irrigation, **reducing water use by 40%**, and promote **biodiversity through minimal tillage and native plant cultivation**.



Vantage farms in Arizona (top) and Argentina (above)



Product Spotlight: TUCUM-HA EF

Winner of the in-cosmetics Latin America Gold Award for Sustainability.

This ingredient blends responsibly sourced Tucuma oil from the Amazon forest, Jojoba esters, and three-molecular weight hyaluronic acid. It delivers outstanding performance while supporting sustainable farming practices and economic development in Brazil.



ENERGY SAVINGS THROUGH SMART OPERATIONS



At our U.S. Midwest manufacturing facilities in Chicago and Gurnee, IL, sustainability starts with operational excellence. In partnership with local utility companies North Shore Gas and ComEd's Strategic Energy Management (SEM) program to reduce energy consumption with little capital investment and focus on behavioral and process changes to reduce energy consumption without major capital investment.

Chicago Results

- **300+ metric tons/year** reduction in CO2 emissions
- **\$90,000/year** in utility savings
- Enhanced employee engagement in **energy efficiency**



Gurnee Results

- **500+ metric tons/year** reduction in CO2 emissions
- **\$25,000/year** in utility savings
- **Energy incentives** of nearly \$40,000



Leuna, Germany

In alignment with our sustainability goals and reduce operating costs, we completed two key energy efficiency projects at our Leuna operations in Germany: insulating mixing tanks to lower steam use and installing an economizer to recover waste heat.



AWARDS & RECOGNITION

Vantage Personal Care: Cosmetics & Toiletries 2025 Alle Awards

Celebrating innovation in cosmetics and personal care research & development, this program honors scientific discipline, formulating skill, and creativity in product development.



WINNER – Ingredient Blend: Bath & Hygiene

METAUPON EZ AMIBIO*

A versatile, biodegradable, sulfate-free surfactant system that delivers a light, creamy foam and leaves skin feeling soft, without the need for a co-surfactant.



WINNER – Product Formulation Prototypes

Hand Savior

A protective hand ointment combining luxury softening and deep moisturizing. **Formulated with LIPONATE* JOJOBA 20, BIOSIGNAL* LIPID 10, and STRATAPHIX*** antioxidant technology to reduce the appearance of UV-induced age spots and texture.



WINNER – Product Formulation Prototypes

Hydra-Repairing Serum Stick

A portable stick emulsion that soothes and softens dry skin. Infused with **BP-TRILURONIC* ACID A** (three molecular weights of hyaluronic acid) and **BP-BOTANIDEW* NMF** to reinforce the skin's natural moisturizing factor.

Recognized for Excellence

Recognition from our customers, suppliers, and third-party organizations affirms Vantage's dedication to advancing ESG performance and driving meaningful impact across our operations.



IBIE: Recognizing sustainable innovation in food manufacturing

"For more than 40 years, we've worked side-by-side with our customers... The OptiRelease portfolio is a direct result of that collaboration."

Jan Tinge, EVP Vantage Food

NORTH SHORE GAS*

North Shore Gas: Largest Saver

"Vantage is an example of how large manufacturers can include energy efficiency in an overall commitment to environmental stewardship... Their 2024 initiatives saved more than 309,000 therms of energy in a single year."

North Shore Gas

Nouryon

Nouryon: Supplier of the Year

"We are delighted to recognize Vantage for their continuous dedication to delivering materials and services that enhance our resiliency and ability to deliver more value to our customers."

Charlie Shaver, Nouryon Chairman and CEO

GOVERNANCE & REPORTING

Vantage has an unwavering commitment to fair and ethical business conduct reinforced by clear governance policies that promote fairness and alignment, accountability of management, and transparency.

Our policies can be found on our **website** [<https://www.vantagegrp.com/governance>].

We also require our suppliers and vendors, as well as their employees, agents and subcontractors, to embrace this commitment to integrity by complying with the Vantage Supplier Code of Conduct.

Policies

Code of Conduct

Our **Code of Conduct** outlines expectations for ethical behavior, legal compliance, and responsible decision-making. It applies to all employees, officers, and directors, and includes guidance on:

- Health, safety, and environmental responsibility
- Financial integrity and anti-corruption
- Digital security and data protection
- Human rights and workplace conduct

Supplier Code of Conduct

Vantage requires suppliers to adhere to its **Supplier Code of Conduct**, which reflects our standards for environmental, social, and ethical practices. Suppliers must demonstrate compliance or provide equivalent policies.

Speak Up and Ethics Reporting

Vantage maintains a confidential EthicsPoint hotline available 24/7 for employees and stakeholders to report concerns or violations of our Code of Conduct.

Data Protection & Cybersecurity

Vantage is committed to protecting personal data and maintaining cybersecurity across its operations. Our policies align with GDPR and other applicable data protection regulations.

No Deforestation, No Peat, No Exploitation (NDPE)

Vantage recognizes that responsible sourcing and procurement practices are important, and we strive to align our sourcing strategy with protecting natural forests and other ecosystems including peatlands.

Corporate Social Responsibility

Vantage is committed to creating a positive impact on society and the environment through our business activities. We recognize that our actions have a far-reaching impact on various stakeholders, including our employees, customers, shareholders, and the communities in which we operate.

Environment, Health, Safety, Security and Sustainability

Vantage recognizes that responsible sourcing and procurement. As a responsible corporate citizen, Vantage prioritizes the health, safety and security of our people, products, and the communities in which we operate.

Human Rights:

Our policies prohibit child labor, forced labor, and discrimination.

Anti-Bribery and Anti-Corruption:

We are committed to maintaining the highest standards of ethical conduct, including complying with applicable anti-corruption and anti-bribery laws in the countries where we do business.

Reporting Initiatives

Vantage participates in a variety of ESG reporting initiatives and memberships.



Vantage also offers a wide range of certified products, including organic, Fair for Life, vegan, and kosher materials, supporting customer goals for ethical and sustainable sourcing. If you need copies of our certifications, please contact us at www.vantagegrp.com/en/Contact-us



Vantage
Employees at our
Gurnee Plant

CONTACT US FOR MORE INFORMATION

If you have any sustainability-related questions, please email sustainability@vantagegrp.com.

For additional information, check out the website vantagegrp.com

APPENDIX

Task Force on Climate-related Financial Disclosures (TCFD) Report

Vantage is committed to transparency and accountability in how we assess and manage climate-related risks and opportunities. We support the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and are committed to transparent reporting on how climate-related risks and opportunities influence our business. Guided by our three sustainability pillars – Resilient Supply, Responsible Operation, and Reliable Partner – we integrate climate considerations into decision-making, risk management, and long-term planning. The table below maps our disclosures to the TCFD framework.

Our 2025 TCFD Index below is aligned with the four sections of the TCFD framework: (1) governance, (2) strategy, (3) risk management and (4) metrics and targets. For additional information on our ESG journey, please visit www.vantagegrp.com/en/sustainability

Governance

Disclose the organization’s governance around climate-related risks and opportunities

Describe the board’s oversight of climate-related risks and opportunities.

The Board of Directors has ultimate responsibility for ESG risks, which include climate-related risks.

The ESG steering committee convenes routinely to set ESG strategy and evaluate risks/opportunities. The ESG steering committee reports to the CEO, who ensures sustainability is incorporated into Vantage’s overall business plan.

Describe the management’s role in assessing and managing climate-related risks and opportunities

The CEO is briefed regularly on ESG performance, progress, and risks. They ensure sustainability is incorporated into Vantage’s overall business plan and ensure that climate-related risks and opportunities are factored into communication, product development, R&D, and sourcing. They communicate and advocate for climate-related action within the business.

Chaired by the Global Director, Environmental and Sustainability, the ESG Steering Committee is comprised of cross functional members of the Executive Team, including the EVP of Supply Chain and Operations; Chief Human Resources Officer; Chief Financial Officer; Chief Technology Officer; General Counsel; VP of Procurement, and EVP of International Business. The ESG Steering team sets the company ESG strategy and budgets, develops ESG policies, evaluates risks and opportunities, tracks progress on targets and the spending required to achieve them. The ESG Steering team meets at least monthly to discuss climate and other ESG topics including value chain engagement and is responsible for: Defining the Company’s ESG priorities, objectives, and strategy. Overseeing and coordinating the implementation of the Company’s ESG initiatives. Assisting the Company’s Board of Directors in fulfilling its oversight responsibilities with respect to the Company’s ESG efforts; and Monitoring and assessing developments relating to ESG matters. The ESG Steering team reports to and meets with the CEO to obtain endorsement of the ESG strategy and action plans. The General Counsel reports to the CEO and to the board on these ESG topics regularly.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term

RISKS

Drought: Our farm jojoba operations in the United States and Argentina use water as part of the irrigation process. Jojoba is a draught-tolerant plant, but as water becomes a scarcer commodity due to climate change and drought conditions, the company must adapt and find ways to use less water while producing the same or more yield.

Heavy Participation (rain, hail, snow/ice): Heavy rain events (especially during monsoon seasons for our drought-prone areas) can create significant business impacts to our manufacturing operations and farms, especially within the vertically integrated supply chain for our jojoba oil.

Palm Oil Changes in National Legislation: The upcoming EU Deforestation Regulation has created a ripple effect in the supply chain to ensure traceability and transparency across EU-supplied raw materials like palm oil.

OPPORTUNITIES

The company also looks at opportunities to mitigate risks and therefore turn certain risks into opportunities where the company can take advantage of a climate-related decision to either improve production efficiency or save on annual operating costs. For example, at our Dateland AZ farm, which is in an area of high-water stress, the company has switched from furrow to drip irrigation on one of its farming rows. It is investigating the installation of drip irrigation at additional areas of the facility to minimize water use and therefore lessen its reliance on water in the area. At its Argentina farm it has switched all its irrigation from furrow to drip irrigation.

Describe with the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning

RISKS

Drought:

- Risk Type: Acute Physical
- Time Horizon: Long-term
- Likelihood of Occurrence: Likely
- Magnitude of Financial Impact: High
- Primary Potential Financial Effect: Decreased revenues due to reduced production capacity

Heavy Precipitation:

- Risk Type: Acute Physical
- Time Horizon: Short-term, Medium-term, Long-term
- Likelihood of Occurrence: Likely
- Magnitude of Financial Impact: High
- Primary Potential Financial Effect: Decreased revenues due to reduced production capacity

Palm Oil Changes in National Legislation:

- Risk Type: Policy – Changes to National Legislation
- Time Horizon: Short-term, the risk has already had a substantial effect on our organization in the reporting year
- Likelihood of Occurrence: Virtually certain
- Magnitude of Financial Impact: High
- Primary Potential Financial Effect: Increased compliance costs.

Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

We do not currently use scenario analysis due to lack of internal resources, capabilities, and expertise. In the future, we intend to conduct a climate scenario analysis to assess the climate-related risks and opportunities we identified for our business leveraging the TCFD recommendations. This analysis will help us shape our strategy, which we will continue to refine as risks and opportunities evolve. We believe our overall business operational structure, flexible supply chain and comprehensive risk management procedures provide a strong foundation for managing potential climate-related risks and opportunities

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks

Describe the organization’s processes for identifying and assessing climate-related risks

Risks have been identified across the Vantage enterprise. Metrics considered in the definition of risks are 1. frequency of effect occurring 2. time horizon over which the effect occurs and 3. likelihood of effect occurring.

Vantage has a climate-specific risk assessment process used to evaluate substantive financial, strategic and operational impacts to the business. The risk assessment process addresses the following areas: 1. Actual or potential operational impact (production capacity, raw material supply, process failure) leading to: - The inability to provide customer service and meet expectations, or - Noncompliance with laws, regulations, policies and procedures 2. Actual or potential impact on Vantage’s reputation and license to operate. 3. Potential or actual loss impacting earnings before interest, taxes, depreciation, and amortization (EBIDTA) in any 12-month period. 4. Actual or potential impact arises from inability to meet changing customer and consumer preferences and demands. Vantage defines substantive financial impact as an impact that exceeds 5% of EBIDTA. A substantive strategic risk has a negative impact on company reputation or the inability or failure to implement a strategic priority.

In 2022, Vantage conducted a materiality assessment as part of its ESG process and leveraged a third-party consultant. In its materiality assessment, it used an inside-out and out-side in (double materiality) approach and interviewed internal and external stakeholders to prioritize key areas of which to focus its efforts from an ESG perspective.

Describe the organization’s processes for managing climate-related risks

Climate-related issues are a key component and are integrated into our approach to sustainability. Vantage launched a comprehensive sustainability strategy as a core pillar of our business strategy, which integrates climate-related risks and opportunities into our plans for Resilient Supply, Reliable Partnership, and Responsible Operations. Vantage has tracked its GHG emissions and water use across its entire operational portfolio since 2021 and will use that data to strategize on future projects. As indicated in the risks/opportunities section; by quantifying the financial impacts of natural gas, electricity and/or steam reduction projects on top of the sustainability savings, it will drive progress within our capital budgeting/planning process.

Climate, water, and forest-related risks and opportunities are factored into each of these financial planning elements. We prioritize the acquisition of environmentally responsible companies, with a focus on sustainable/natural chemistry. This influences the products we use to generate revenue and that drives our direct and indirect costs. Situation: Vantage seeks to grow financially with consideration for its climate, water, and forest-related risks and opportunities. Task: Vantage should acquire and grow business units that capitalize on opportunities like the increased demand for natural and sustainable products. Action: Vantage has acquired companies like Jeen International, which sources, manufactures, and sells low-impact natural products. Result: Vantage incorporates climate, water, and forest-related risks and opportunities into financial planning to make sure that can grow in a sustainable manner and in assessing acquisition targets and reduce its risks.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management

The ESG Steering team sets the company ESG strategy and budgets, develops ESG policies, evaluates risks and opportunities, tracks progress on targets and the spending required to achieve them. The ESG Steering team meets at least monthly to discuss climate and other ESG topics including value chain engagement and is responsible for: Defining the Company’s ESG priorities, objectives, and strategy.

The CEO is briefed regularly on ESG performance, progress, and risks. They ensure sustainability is incorporated into Vantage’s overall business plan and ensure that climate-related risks and opportunities are factored into communication, product development, R&D, and sourcing.

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Metrics & Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

On a routine basis, we review environmental data including Scope 1, Scope 2, and Scope 3 GHG emissions generated by our organization. Scope 1 emissions include direct emissions from sources owned or controlled by the company. We track emissions data containing Scope 2 (indirect) emissions using the market-based methodology outlined in the GHG protocol. Scope 3 emissions include indirect value chain emissions. The table below presents the metrics we use to monitor our environmental footprint, including energy consumption and energy consumption intensity, from 1/1/2024 to 12/31/2024.

Metric	2024 Performance
Total Scope 1 & 2 Emissions Intensity (MT CO2e/MT Production)	0.226
Total Energy Consumed (MWh)	435,264
Total Renewable Energy Sourced (MWh)	478

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

The data below represents our full 2024 performance, from 1/1/2024 to 12/31/2024. Scope 1 emissions include direct emissions from sources owned or controlled by the company. We track emissions data containing Scope 2 (indirect) emissions using the market-based methodology outlined in the GHG protocol. Scope 3 emissions include indirect value chain emissions.

Metric	2024 Performance
Scope 1 (MT CO2e)	59,695
Scope 2 (MT CO2e)	22,563
Scopes 1 & 2 (MT CO2e)	82,258
Scope 3 (MT CO2e)	809,437

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

Vantage is currently evaluating GHG emissions targets. Vantage recognizes the importance of setting reduction targets not only to mitigate the effects of climate change, but also to address stakeholder expectations and better anticipate regulatory, policy, and market developments.