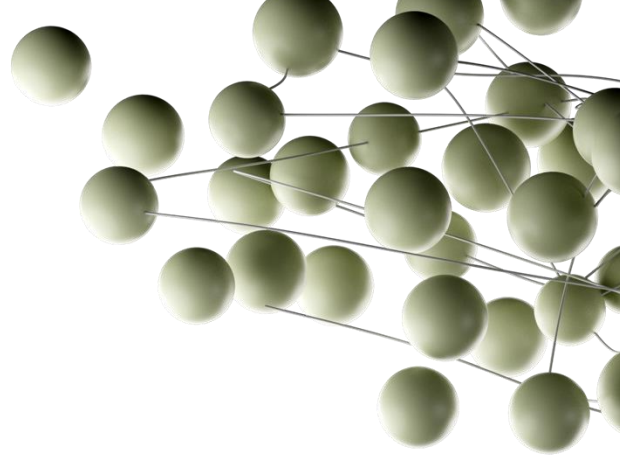


A silhouette of a hand holding a tool, possibly a wrench or a similar instrument, against a bright sunset sky. The sun is low on the horizon, creating a strong lens flare and illuminating the scene with warm, golden light. The background shows a dark, silhouetted landscape or structure.

# Quality, Environment, & Sustainability Policy



# The power to make a difference.

## Purpose and Scope

The purpose of this policy is to give clear direction, objectives, and governance structure with regards to Sustainability & Quality for Nexeon. The Nexeon Sustainability & Quality Policy applies globally to all Nexeon activities, regions, and locations. It is mandatory for all employees working for Nexeon, on its behalf or under its authority.

## Our Mission & Vision

Our mission is to produce class leading battery materials, making for a more sustainable and efficient world.

We believe that sustainability is achieved through massive gains in efficiency; this improves quality of life around the globe for more people, much more quickly. Our commitment to this is reflected not just in our products, but also our processes and values.

Powered by the best materials specialists, a dynamic team and disruptive but innovative approaches, we will become the globally recognised go-to supplier for high performing and energy dense materials. We will bring our game changing battery technology to market by continuing to foster our communities and relationships.

## Our Commitments

### to the Environment

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- Invest in R&D to create energy-efficient and environment-friendly solutions.
  - Develop and integrate life cycle thinking in our product development methodology.
  - Provide transparent and digitised information on the environmental information and benefits of our products.
  - Comply to all legal requirements, go above and beyond to protect our environment, and prevent pollution
  - Continual pursuit of improving our environmental footprint by aiming to
    - reduce use of natural resources,
    - reduce energy consumption,
    - reduce emissions,
    - reduce waste and release,
    - eliminate (where possible) of the use of hazardous substances.
  - Carry out periodical audits to assess and reduce environmental risks.
  - Strive to adopt environmental best practices in our operations, offices, and properties.
  - Promote and support ambitious environmental regulations.
  - Embed environmental objectives in functions across the company.
  - Seek annual independent assurance of environmental performance.
  - Consider environmental impact of purchased materials & products (e.g. recyclability).

- Consult key stakeholders such as Board of Directors, investors, suppliers, contractors, joint venture partners and customers on our environmental issues.
- Select partners, contractors, and suppliers compliant with environmental and quality regulations; regularly assess risks in our supply chain and work to reduce risks.
- Collaborate with our partners to innovate and develop circular business models.

### to People

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- Design environment and health friendly workplaces for our people.
- Leaders act as role models and environmental targets are part of their performance scorecards.
- Be open to external ideas and challenges, act as active members of external organisations and team up with leading scientists, universities, and industry experts.
- Develop internal expertise and recognise teams who deliver environmental performance and innovation.
- Empower our people to be agents of change, to turn our passion for sustainability into action.
- Promote environment awareness and help people to embark on company initiatives.

### to Quality

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- Embed quality-related annual targets in collective and individual goals
- Report and review quarterly our performance on quality.
- Consider environmental and quality performance and productivity in relevant business decisions.
- Consult key stakeholders such as Board of Directors, investors, suppliers, contractors, joint venture partners and customers on our quality issues.
- Select partners, contractors, and suppliers compliant with environmental and quality regulations; regularly assess risks in our supply chain and work to reduce risks.
- Collaborate with our partners to innovate and develop circular business models.

### to Governance

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- Continue to strengthen Environmental and Quality Management Systems
- Continual monitoring and regular reporting on our Environmental and Quality performance

### to Customers

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- Engage regularly with our customers to understand needs, expectations and requirements
- Define clear and measurable deliverables to ensure obligations are met

## Our Leadership

The policy, organisation, and procedures necessary to achieve the legal requirements and our own standards and commitments are described in our ESG Committee Terms of Reference document.



Objectives of the company are agreed annually between the Executive Leadership Team and the Board of Directors and are periodically reviewed to enhance customer satisfaction, our service to sustainability, and effectively drive continual improvement.

Nexeon's CEO forms a part of the ESG committee, and the VP Marketing & VP Sustainability is responsible for its monitoring and reporting to the Executive Leadership Team and Board of Directors on the system's implementation and effectiveness.