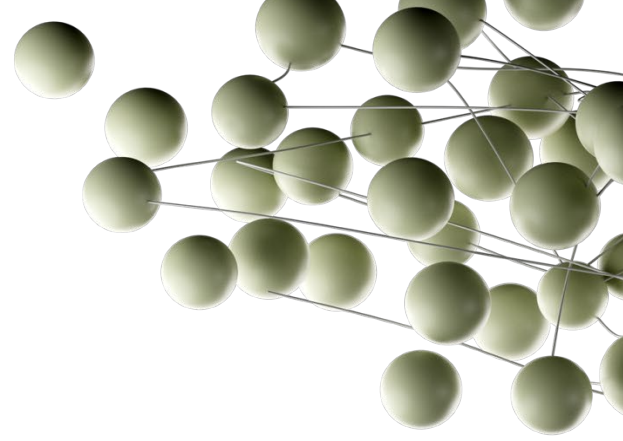


The background of the entire page is a photograph showing a close-up of a hand gripping the handle of a golf club. The club head is visible at the top, and the sun is setting in the background, creating a strong orange and yellow glow and lens flare effects. The scene is silhouetted against the bright sky.

# 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 Quality, Environment and Sustainability for Nexeon. The Nexeon Quality, Environment and Sustainability 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
  - Prevent pollution, limit the impact of our operations on climate change, and continually improve our environmental footprint and environmental performance 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.
  - Promote the benefits of adoption of Nexeon's materials' on reducing impacts on climate change.
  - 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; quality 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 outstanding quality and environmental performance, innovation and leadership. .
- Empower our people to be agents of change, to turn our passion for sustainability into action.
- Create a culture of continual improvement in all aspects of quality and the environment through a deep understanding of the objectives and intent of our business management system. .

## to Quality

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- Embed quality-related annual targets in collective and individual goals and in line with this policy.
- Report and review regularly our performance on quality.
- Continually improve the business management system by reviewing and evaluating trends and acting on deviations
- Consider environmental and quality performance and productivity in relevant business decisions. Comply with applicable requirements, such as, legal and regulatory and those from customer's and other interested parties, including requirements related with the impact on Climate Change.
- Consult key stakeholders such as Board of Directors, investors, suppliers, contractors, joint venture partners and customers on our quality issues, and other requirements, including those related with climate change.
- 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 the Business Management System
- Continual monitoring and regular reporting on our Business' performance

- Engage regularly with our customers to understand needs, expectations and requirements, including those related with climate change
- 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 overseen by the Executive Leadership Team.

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.

The ESG committee, of which Nexeon's CEO is a part of, reports to the Executive Leadership Team and Board of Directors' on its system's implementation and effectiveness.