



Safety & Sustainability Policy

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Supersedes: Safety & Sustainability Policy, November 2024

Last Reviewed: January 14, 2026

Issued By: Executive Vice President & Chief Sustainability Officer of J.M. Huber Corporation

Scope: This policy applies to all J.M. Huber Corporation employees, locations and activities globally, as well as its affiliates and subsidiaries, including but not limited to Huber Engineered Materials and Huber Engineered Woods.

Purpose: This Policy outlines our shared responsibilities in safety and sustainability to positively impact the lives of our employees and those in our local communities, protect the environment, and ensure generational business resiliency.

J.M. Huber Corporation (Huber) and its portfolio of businesses strive to be world-class in preventing employee injuries, maintaining process safety, being responsible stewards of the environment and engaging with the communities where we live and work. Our actions are guided by the Huber Principles and help us deliver on our Vision-150 commitment to long-term, sustainable business performance. We deploy this Safety & Sustainability Policy through the Huber Sustainability Management System.

Consistent with the Huber Principles, our Global Code of Ethics, and our supporting Human Resources and Ethics Policies, Huber has established and is committed to the following framework for Safety & Sustainability.

Policy Commitments:

- We will meet all applicable regulatory requirements and internal Huber Safety & Sustainability standards to protect the health and safety of our employees and the environment. Where we believe it appropriate, we will apply more stringent internal performance standards than those required by law. We will regularly conduct audits to assess conformance with and resiliency of our management system and compliance with our legal obligations.
- We will use our management system to identify, assess and prioritize risks associated with our business activities, and we will also allocate resources to eliminate or mitigate those risks.



- We will implement effective solutions to ensure healthy and safe work environments, use resources sustainably, and protect biodiversity and the environment. These solutions will include minimizing local and accidental pollution, emissions and wastes across the life cycle of our products.
- We will make strategic business decisions such as capital deployment, mergers and acquisitions, new product and process innovation, and value chain relationships using an approach that positively impacts the lives of our employees and those in our local communities, protects the environment and ensures generational business resiliency.
- We will engage with key internal and external stakeholders (e.g., our shareholders, employees, customers, local communities, government agencies, value chain partners and Non-Governmental Organizations) to understand and align our material expectations on our sustainability performance and activities.

Metrics & Targets:

- We will establish material Safety & Sustainability metrics, set meaningful objectives for our operations, and monitor and communicate our performance. Most notably but not limited to:
 - We aspire to implement effective solutions to ensure healthy and safe work environments and have zero injuries caused by high-energy sources.
 - We aspire to achieve net zero emissions by 2050 or sooner through science-based targets

Governance and Integration:

This Safety & Sustainability Policy outlines our shared responsibilities for ensuring the well-being of our employees, contractors and visitors, the protection of the environment, addressing stakeholder expectations, and the overall long-term sustainability of our business. We are governed by the Huber Board of Directors and its standing Safety & Sustainability committee.

Senior Executives are responsible for the implementation of this policy, providing Safety & Sustainability leadership and demonstrating commitment to this Safety & Sustainability Policy. All employees are accountable for adhering to the Safety & Sustainability Policy of J.M. Huber Corporation, and processes are in place to ensure participation.

Review Frequency:

This policy will be reviewed annually or when circumstances materially change.

