

## Our Company

Nouryon is a global specialty chemicals leader. We produce essential solutions that our customers use to manufacture everyday products needed for attractive and high-growth end-markets.

Our attention to societal trends, and our ability to translate these into business opportunities, alongside our dedication to customers, have earned us a place among the leading companies in our industry in terms of safety, sustainability, and innovation. This has also consistently resulted in strong financial performance and business growth.

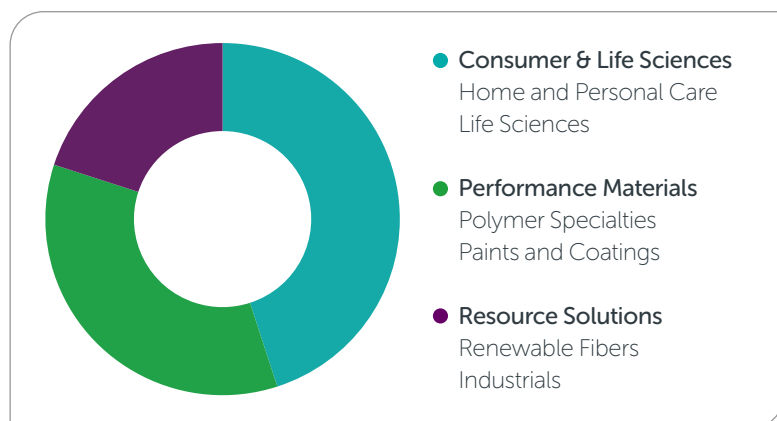
We forge and foster long-term customer partnerships and operate in more than 80 countries around the world. Our portfolio of industry-leading brands comprises Nouryon's solutions that play an essential role in the daily lives of people across the world.

## Our Industry-leading Brands include:



Explore our brands and products at [nouryon.com/products](https://nouryon.com/products)

## Nouryon's revenue split by segment



<sup>2</sup> Our Eco-Premium Solutions are products that offer significant sustainability benefits over mainstream alternatives in the market while providing the same or better functionality.

## Our Growth Strategy



Deliver **innovative** and **sustainable** solutions that answer **customers' needs** – today and in the future



Focus on **attractive** and **growing end-markets** as well as **emerging markets**



Drive **commercial** and **cost productivity**

## Key Facts and Financials



Approximately **\$5.13 billion** revenue in 2024



Operating in over **80 countries**



Approximately **8,200 employees** worldwide



**13 Innovation and Application Centers** worldwide



Approximately **\$1.16 billion** adjusted EBITDA in 2024



**EcoVadis Gold** rating and **CDP B** Climate score in 2023<sup>1</sup>



**32%** of revenue from **Eco-Premium Solutions**<sup>2</sup>



**74%** of R&D product pipeline focused on solutions with sustainability benefits

## Our Sustainability Goals

Nouryon believes that our essential solutions, as well as our actions as a Company, can contribute to a more sustainable future. We are dedicated to reducing our own environmental impact and to partnering to develop new innovative, sustainable solutions for our end-markets that answer societal needs.



We partner with our customers, suppliers, and employees to deliver innovative solutions, drive progress, and create a safe and sustainable today and tomorrow for everyone.

Nouryon participates in the United Nations (UN) Global Compact and supports all UN Sustainable Development Goals (SDGs), among other commitments. Our Company strategy, sustainability goals and Code of Conduct are aligned with conducting business in a way that supports universal principles related to human rights, environment, and anti-corruption, among others.

We have also embedded sustainability in our growth strategy, our Values and in how we define our future success. Nouryon reports metrics in accordance with the Sustainability Accounting Standards Board (SASB). For more information, including a full overview of sustainability-related data, as well as an SASB index, please visit [nouryon.com/company/sustainability](https://nouryon.com/company/sustainability).

Our 'Commitment to a Sustainable Future' is based on three pillars:

 <b>CONTINUOUSLY IMPROVE</b> our safety and environmental performance	 <b>GROW AND INNOVATE</b> to create sustainable solutions	 <b>ENGAGE AND PARTNER</b> with employees, customers, suppliers, and society to drive sustainable progress
<b>Key Sustainable Development Goals:</b>    	<b>Key Sustainable Development Goals:</b>     	<b>Key Sustainable Development Goals:</b>    
        		

## Our Company Purpose and Values

Nouryon's Purpose and Values reflect who we are and how we continue to strengthen our performance-driven culture, deliver on our growth strategy, and contribute to a more sustainable future. Our Values convey a strong commitment to our Purpose: **Your partner in essential solutions for a sustainable future.** Living these values enables us to be an industry leader, trusted partner, respected employer, and responsible member of the communities in which we operate.



### We aim high

We drive growth by collaborating with customers and colleagues to become more focused, faster, more efficient, and better every day.



### We own it

We are accountable and deliver on our commitments to customers, investors, and each other.



### We do it right

We support our people, customers, and communities through strong ethics, and with safety, integrity, and sustainability in mind.

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