

Innophos Holdings, Inc.

Environmental, Health, Safety, and Sustainability Policy

Innophos is committed to continuous improvement in environmental, health and safety (EHS) performance and sustainability efforts. Environmental protection and safety are core values of Innophos and essential to the long-term success of our business and stakeholders. This policy applies globally to all Innophos facilities, employees, contractors, and joint ventures.

Our Commitment: We will operate our facilities and conduct business in a safe and responsible manner to protect the environment and the health and safety of all our employees and the communities in which we operate. Doing so benefits our employees, communities, customers, suppliers, and stakeholders.

Policy Objectives:

Innophos commits to the following specific actions:

Governance & Core Values

- Live out the core values of Innophos: Safety, Integrity, Sustainability and Collaboration.
- Integrate EHS and sustainability into our governance, strategy, risk management and operational decision-making.
- Hold all leaders accountable for policy implementation and results.

Compliance & Risk Management

- Comply with all applicable legal requirements and Innophos internal standards.
- Conduct monthly tracking and analysis of Notices of Violation across all sites, with trend reporting and root cause analysis.
- Conduct EHS legal compliance audits at least every 3 years and monitor corrective action closure monthly.

Measurable Goals & Reporting

- Pursue continuous improvement in our EHS awareness, knowledge, and performance.
- Track and analyze the following key metrics:
 - Energy consumption
 - Water use
 - Waste generation and recycling
 - Air emissions and GHG emissions
 - Environmental spills and releases
 - Occupational injuries and illnesses
 - Training participation rates
- Set annual improvement targets for each site, reviewed by corporate EHS and included in site performance reviews.
- Report key sustainability metrics on an annual basis, aligned with GRI and EcoVadis expectations.
- Cooperate with customers to better understand their needs and support their use of best EHS practices in the handling and use of our products.

Resource Efficiency & Pollution Prevention

- Understand and work to reduce adverse impacts from our operations and business practices.
- Improve energy and water efficiency, material reuse, and recycling. Sites will perform quarterly data collection and annual trend analysis.
- Reduce emissions of GHGs, air pollutants, and waste generation through continuous process optimization and technology upgrades.
- Take action to prevent or reduce the impact of spills and environmental incidents.
- Minimize emissions of pollution, greenhouse gases and the generation of waste.

Biodiversity & Natural Capital

- Value biodiversity and actively contribute to the preservation thereof by assessing and monitoring Innophos' impact on protected areas within its vicinity.
- Integrate biodiversity considerations into site environmental management systems and planning processes.

Training & Engagement

- Conduct annual EHS and sustainability training for 100% of employees, including role-specific content.
- Promote employee engagement through behavior-based safety and environmental awareness programs.
- Include EHS and sustainability responsibilities in employee performance reviews and incentive structures.
- Ensure that all employees are empowered and held accountable for their own safe behavior and the safety of others.

Suppliers & Contractors

- Consider and establish appropriate EHS requirements when selecting business partners, suppliers, and contractors. Each site shall evaluate all suppliers and contractors to ensure that Innophos standards of EHS performance are maintained by all business partners.
- Evaluate EHS and sustainability performance of all suppliers and contractors prior to onboarding and periodically thereafter.
- Require compliance with Innophos standards as outlined in the Supplier Code of Conduct and contractor EHS requirements.
- Support supplier capacity building and improvements when gaps are identified.

Auditing & Corrective Action

- Audit operations and business practices at regular intervals to assess EHS performance and compliance, taking appropriate action when needed.
- Audit every site at least once every 3 years. All corrective actions shall be tracked to closure monthly.
- Perform risk-based spot audits of high-risk contractors and suppliers.

Stakeholder Engagement

- Engage in open and transparent communication with our stakeholders to better understand their concerns to achieve greater environmental, health, safety, and sustainability performance.
- Address environmental and EHS concerns in a timely and respectful manner.

Review and Continuous Improvement

This policy will be periodically reviewed by the EHS and Sustainability teams, in consultation with site leaders, and updated as needed. All revisions will be documented in a version log and communicated to relevant stakeholders.

Effective Date: May 2025