



ESSENTIAL INGREDIENTS TO IMPROVE QUALITY OF LIFE

Sustainability Report | 2024



OVERVIEW

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This Sustainability Report, focused on environmental stewardship, social responsibility, and corporate governance, aims to provide a consolidated overview of Innophos' non-financial performance. Metrics included in this Report cover our activities during the FY2024 (Jan 1, 2024 – Dec 31, 2024) period, unless otherwise noted. This Report includes select metrics from the Sustainability Accounting Standards Board (SASB) Chemicals industry standard. The data presented in this Report has not been externally assured. As we continue to improve our processes for non-financial reporting, disclosed metrics may be subject to adjustment. The size of these adjustments is not expected to be, but could be, material.



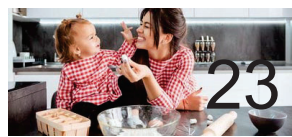
Overview



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FORWARD-LOOKING STATEMENTS: This document may contain forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. When we use words such as "believes", "expects", "anticipates", "estimates", "may", "plan", "will", "goal", or similar expressions, we are making forward-looking statements. Forward looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections about future events and are therefore subject to risks and uncertainties, which could cause actual results to differ materially from the future results expressed.

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Leadership Statement

Improving quality of life at Innophos

At Innophos, sustainability is not a separate initiative—it has always been a core part of how we run our business. Our commitment to efficiency, operational excellence, and continuous improvement is not only good business practice—it is the key to achieving our sustainability goals.

As a global leader in specialty ingredient solutions, we understand that creating value means operating responsibly, maximizing resources, and continually improving the way we run our plants. Every day, our teams focus on optimizing processes, reducing waste, conserving energy, and enhancing safety—measures that directly reduce our environmental footprint while strengthening overall performance.

Our approach integrates sustainability into every operational decision, from product development and manufacturing to supply chain management and community engagement. By running our facilities smarter and more efficiently, we meet the evolving needs of our customers and align naturally with global sustainability goals—delivering ingredient solutions that are high-performing and responsibly made.

Guided by our Sustainability Committee and supported by cross-functional teams, we have made measurable progress in advancing efficiency and plant performance, which translates into tangible environmental and social benefits. This report showcases how these everyday business practices drive sustainability outcomes and reaffirm our long-term commitment to doing what's right for the planet, our people, and our stakeholders.

We are proud of the progress we've achieved and motivated by the opportunities ahead. At Innophos, improving how we operate has always been—and will continue to be—the foundation of our sustainability success.

Have a great day,
Richard Hooper

Richard Hooper,
Chief Executive Officer, Innophos

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About Innophos

Innophos is a global leader in essential ingredient solutions that enhance the quality, safety, and sustainability of products across the food, health, nutrition, and industrial sectors.

Mission Statement

Innophos is committed to delivering high-performance, science-based ingredient solutions that improve the quality, safety, and sustainability of essential products in the food, health, nutrition, and industrial markets. Through continuous innovation and responsible operations, we aim to create long-term value for our customers, employees, and stakeholders—while contributing to a more sustainable future.

Leadership in Sustainable Ingredient Solutions

As a leading producer of specialty phosphate and nutraceutical ingredients, Innophos plays a critical role in enabling more sustainable and functional products. Our vertically integrated operations and application-specific formulations help customers meet evolving performance and sustainability requirements. Guided by our Environmental, Health, Safety, and Sustainability vision, we are focused on reducing emissions, conserving resources, and strengthening community partnerships. These efforts reflect our belief that sustainability is fundamental to long-term success—for our business, our partners, and the planet.

Global Footprint

Innophos is the only vertically integrated North American producer of specialty phosphate ingredients, with manufacturing facilities strategically located across the U.S., Canada, and Mexico. This footprint supports local-for-local supply, enhances reliability, reduces transportation emissions, and ensures consistent product quality. Our operations are supported by over 1,500 employees and serve 75 of the top 100 global food and beverage companies. With a strong commitment to safety, quality, and environmental stewardship, we deliver trusted solutions to customers worldwide.

Heritage of Innovation

With a legacy of scientific leadership, Innophos is recognized for its customer-driven innovation and technical expertise. Our specialty ingredient portfolio plays a critical role in enhancing the functionality, quality, and sustainability of products in global markets. From pioneering specialty phosphate solutions to launching LEVAIR® portfolio of baking solutions in our innovation pipeline, Innophos is focused on solving real-world challenges and supporting the evolving needs of customers and the planet.

Our products

Innophos is a North American leader in the development and production of specialty phosphate and nutraceutical ingredients that deliver critical functionality across food, health, and industrial applications. Our product portfolio includes:

- Specialty phosphate ingredients – Enhancing texture, stability, and nutritional value in food and beverage products
- Performance ingredients – Supporting industrial applications such as fire suppression, water treatment, and plant nutrition
- Nutraceutical ingredients – Delivering clinically supported health benefits in dietary supplements and wellness products

Through vertically integrated operations and advanced manufacturing capabilities, we ensure consistent quality, reliable supply, and resource efficiency. Our ingredients are essential to everyday products—from baked goods and beverages to pharmaceuticals and personal care—helping customers meet performance, safety, and sustainability goals.



By integrating sustainability into our operations, we enhance efficiency, strengthen reliability, and deliver superior responsiveness to our customers.



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Stakeholder Engagement

At Innophos we view stakeholder engagement as an operating discipline, not an add-on. Whether we are co-innovating with customers, conducting ESG score-cards with suppliers, or hosting employee focus-groups, the goal is the same: clear expectations, practical collaboration, and transparent follow-up.

Oversight rests with our Corporate Sustainability Committee; progress and emerging concerns are reported to both the Executive Leadership Team and the Board. Insights from each dialogue loop directly into the materiality review and the annual goal-setting process.

Stakeholder Group	How We Engage	Key Topics	Recent Outcomes & Next Steps
Customers	<ul style="list-style-type: none"> Technical expertise and application development support Annual customer-satisfaction survey 	<ul style="list-style-type: none"> Product sustainability & safety Scope 3 footprint Innovation pipeline 	<ul style="list-style-type: none"> LEVAIR® ESL cradle-to-gate study shows 17-18% lower carbon footprint by avoiding food waste Enhanced SDS library portal slated for 2025 launch
Suppliers & Contracted Services	<ul style="list-style-type: none"> ISN (US/CA) & Avetta (MX) self-assessments Supplier Code of Conduct acknowledgement Targeted on-site audits & CAPA reviews 	<ul style="list-style-type: none"> Human-rights & H&S compliance GHG reporting readiness Process safety & quality 	<ul style="list-style-type: none"> 93% of direct-spend suppliers now ESG-assessed Corrective-action coaching program rolled out to high-risk tier
Employees	<ul style="list-style-type: none"> Periodic town-halls & open-door policy Annual Qualtrics engagement survey + 23 focus groups Ethics & safety hotlines 	<ul style="list-style-type: none"> Safety culture Career growth & training Inclusion & well-being 	<ul style="list-style-type: none"> 75% survey response (US/CA); > 80% (MX) Site-level action plans tracking leadership visibility and ergonomics fixes
Communities	<ul style="list-style-type: none"> Public meetings in Geismar (LA) & Nashville (TN) STEM partnerships with local schools Food-bank donations & volunteer events 	<ul style="list-style-type: none"> Environmental impact & emergency readiness Employment opportunities 	<ul style="list-style-type: none"> No community-noise or odor complaints in 2024
Investors & Lenders	<ul style="list-style-type: none"> Annual ESG reporting CDP, Ecovadis, and customer-specific disclosures Direct meetings during debt-refinancing 	<ul style="list-style-type: none"> Climate-risk governance KPI progress & assurance Policy landscape 	<ul style="list-style-type: none"> Sustainalytics risk score improved one notch
Regulators & Industry Groups	<ul style="list-style-type: none"> Routine site inspections and reporting Participation in ACC & AFPM working groups Comment letters on emerging chemical rules 	<ul style="list-style-type: none"> Emissions compliance Product stewardship Process-safety standards 	<ul style="list-style-type: none"> Zero Class I or II violations in 2024 Input provided on upcoming TSCA risk-assessment guidance

OVERVIEW












Our Approach to Sustainability

Innophos is a global producer of essential ingredients for the food, nutrition, and industrial markets. Guided by our core values — safety, integrity, collaboration, and technical excellence — we leverage science-based solutions to improve everyday life.

Our sustainability strategy is life-cycle-driven and end-to-end. We apply eco-design principles to product development, extend those standards to suppliers, and embed a strong safety and ethics culture inside our own operations. By integrating environmental stewardship, social responsibility, and sound governance, we lower our footprint, build supply-chain resilience, and create long-term value for stakeholders.

“Sustainability is chemistry in action — turning insight into innovation that benefits our customers, our people, and the planet.”

Sustainability Goals

Area	Target Year / Cadence	Key Goals	SDG Alignment
Climate & Energy	2030	• Establish Scope 3 target roadmap	
Waste & Circularity	2027	• Exploring waste reduction opportunities (repurpose, recycle and reuse waste)	
Employee Health & Safety	Annual	• Zero recordable workplace incidents • 100% completion of mandatory safety training	
Workforce Inclusivity & Engagement	Bi-annual	• ≥ 80% global engagement-survey participation • 100% of employees complete anti-harassment training	 
Career Development	Annual	• 100% of salaried employees receive an annual review including individual goals	
Human Rights	Bi-annual	• 100% of sites undergo child-labor risk assessment or audit • 100% workforce complete human-rights e-learning	
Customer & Product Safety	Annual / 2030	• 0 product recalls each year • 100% of products shipped with current SDS	
Responsible Procurement	Annual	• Annually train 100% of procurement employees on sustainable procurement practices	
Responsible Business Conduct	Annual	• 100% active employee participation in annual Code of Conduct training • 0 confirmed corruption or antitrust incidents	
Information Security	Annual	• 0 high-severity cybersecurity incidents • 100 % users complete annual cybersecurity training	



Environmental responsibility

Innophos is committed to reducing greenhouse gas emissions, advancing sustainable procurement, and strengthening product stewardship in line with global best practices. Through ongoing investment in research and development, we continuously enhance our processes and deliver innovative solutions for a lower-carbon, resource-efficient future—positioning Innophos as a leader in sustainability performance.

Innophos is committed to embedding sustainability across our global operations, guided by innovation, safety, and resource efficiency. Our EHS&S Vision Statement sets clear goals to address key environmental risks—including energy use, GHG emissions, water consumption, and waste—while promoting responsible chemical management and sustainable sourcing.

We use rigorous environmental assessments such as Life Cycle Analysis (LCA), climate scenario planning, and site-level audits to identify impacts and implement targeted solutions across our operations.

Key Focus Areas

- **Energy & Emissions:** We reduce energy consumption through solar installations, cogeneration, and efficient lighting. We have submitted our commitment letter to the Science Based Targets initiative (SBTi). Scope 1, 2, and 3 emissions are tracked annually, with Scope 3 managed via the Persefoni platform.
- **Resource Conservation:** We enhance water efficiency through closed-loop cooling towers and recycling. Waste reduction includes process optimization and material substitution, such as our LEVAIR® products, which help reduce bakery food waste.
- **Chemical Management & Compliance:** We adhere to international standards, including REACH, and maintain rigorous controls to prevent environmental incidents. Policies focus on pollution prevention, hazardous substance management, and continuous improvement. Biodiversity impacts are assessed using tools like the WWF Biodiversity Risk Filter.
- **Sustainable Procurement & Product Stewardship:** Our Responsible Procurement Program engages suppliers on ESG criteria, including human rights and environmental standards. Our “sustainability by design” approach ensures new products, like INNOVALT® Scavenger and LEVAIR® ESL, support environmental objectives.

ENVIRONMENTAL RESPONSIBILITY

Climate Change

Innophos is committed to reducing greenhouse gas emissions and improving energy efficiency across its operations. Through targeted process changes, renewable energy sourcing, and emissions tracking, we aim to minimize our climate impact while supporting long-term operational resilience.

We submitted our commitment letter for setting a science-based target to reduce Scope 1, 2, and 3 emissions, with a baseline year of 2021, and are pursuing key strategies such as switching from soda ash to lower-emission caustic soda and purchasing renewable energy certificates (RECs) to reduce electricity-related emissions.

As part of our broader climate strategy, Innophos is investing in energy audits, evaluating new technologies, and planning incremental improvements to reduce energy intensity and support a low-carbon transition.

Management Approach

• Energy Audits and Carbon Assessments:

- Annual reviews of energy use and GHG emissions guide targeted initiatives.
- Partnership with Persefoni provides standardized, auditable data (detailed 2020–2023 inventories completed).

• Energy efficiency

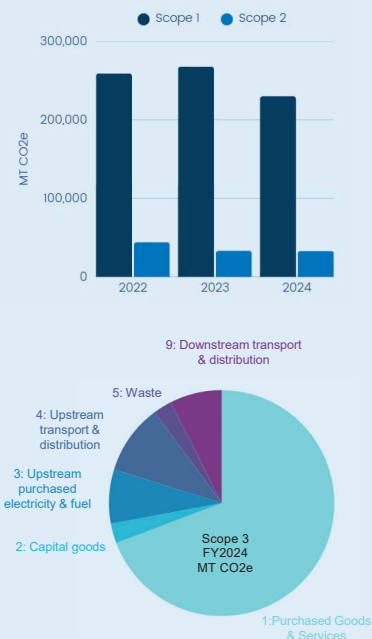
- In 2020, the Cranbury corporate office upgraded lights to higher efficiency LED bulbs, resulting in annual cost savings and 243 MWh annual reduction of electricity consumption and 20 MT annual reduction of CO₂e
- Innophos is actively pursuing a switch from soda ash to caustic soda in its processes, which is projected to reduce Scope 1 emissions. This is a key strategy to lower carbon intensity.

• Renewable electricity

- On-site solar at Innophos' Nashville plant will provide carbon-free electricity.

GHG Emissions and Reporting

- Innophos has continued to make progress in managing its greenhouse gas (GHG) emissions. Between 2022 and 2024, Scope 1 emissions decreased by 10%, reflecting operational efficiency improvements and targeted reduction initiatives. Scope 2 emissions also declined, due to enhanced energy management.
- Scope 3 emissions remain the largest share of our footprint. In 2024, Purchased Goods & Services (Category 1) accounted for over 75% of total Scope 3 emissions, followed by Upstream Transport & Distribution, Purchased Electricity & Fuel, and Capital Goods. These insights are driving deeper supplier engagement and raw material optimization efforts as we work toward setting science-based targets.



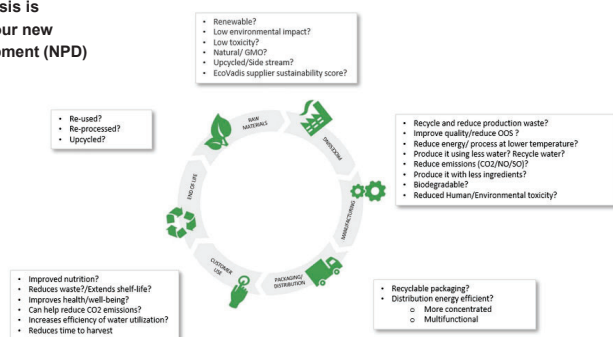
ENVIRONMENTAL RESPONSIBILITY

Sustainability by Design & Product Carbon Footprints

Our research and development (R&D) teams embed Life-Cycle Analysis (LCA) at every stage of the new-product-development (NPD) process. A customized Sustainability Scorecard—now in pilot across the 2024 project pipeline—screens each concept for factors such as renewable or up-cycled feedstocks, low toxicity, resource efficiency, circular-ready packaging, and supplier EcoVadis scores. By flagging environmental "hot-spots" early, scientists can redesign formulations or processing routes long before scale-up, saving time and resources while maximizing sustainability benefits.

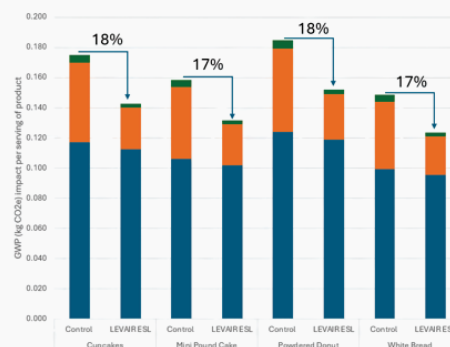
To quantify impacts more rigorously, Innophos conducts ISO 14040/14044-aligned LCAs that generate cradle-to-gate and gate-to-grave Product Carbon Footprints (PCF). Third-party experts—most recently WAP Sustainability Consulting—provide independent modelling and assurance. A flagship example is LEVAIR® ESL, where downstream LCA shows a 17-18 % reduction in global-warming potential per serving for cupcakes, pound cakes, powdered donuts, and white bread. The savings stem from extended shelf life (less food waste) and more efficient baking, distribution, and retail operations.

Life Cycle Analysis is integrated into our new product development (NPD) process



LEVAIR® ESL can reduce the carbon footprint of baked products by 17-18% per serving

Potential Reduction in Global Warming Potential
Per Serving When Using LEVAIR® ESL



ENVIRONMENTAL RESPONSIBILITY

Managing Climate Risk

Innophos applies a structured, enterprise-wide risk-management framework to identify, assess, and mitigate climate-related risks and opportunities. A cross-functional ESG Steering Committee—comprising the CEO, Chief Risk Officer/General Counsel, Senior VP of Operations & EHS, and Finance leaders—meets quarterly (and ad-hoc as needed) to review emerging issues, validate mitigation plans, and approve new investments. Site-level Environmental Aspects Reviews are aligned with ISO 14001 standards, ensuring risks are captured consistently across facilities.

We reinforce this top-down oversight with Life-Cycle Assessment (LCA) workshops that map dependencies and trade-offs (e.g., carbon footprint vs. renewable content) from raw-material extraction through finished-product use. Insights inform capital planning and collaborative solutions with suppliers and customers to minimize environmental footprints.

Examples of climate-related risks and opportunities

- **Acute Physical Risk – Severe Weather:** Facilities on the U.S. Gulf Coast and in Mexico face hurricane and flooding exposure. Business-continuity plans, redundant power, and enhanced insurance coverage limit potential EBITDA impacts to <10 % in a single event.
- **Policy / Carbon-Pricing Risk:** Prospective U.S. or state-level carbon-pricing schemes could raise natural-gas and electricity costs. Scenario modelling estimates US \$10-50 million in potential compliance costs for equipment upgrades and carbon fees by 2030, prompting early efficiency projects and fuel-switching.
- **Renewable-Energy Opportunity:** On-site solar (e.g., the planned 1 MW Nashville array) and long-term PPAs can cut Scope 2 emissions and hedge energy costs.

Managing the impacts of climate change

Climate-related risks and opportunities influence Innophos' strategic roadmaps, capital budgets, and product R&D priorities, as shown below.

By embedding climate-risk considerations into governance, investment decisions, and innovation pipelines, Innophos positions itself to weather regulatory change, physical hazards, and shifting market expectations—while unlocking growth through more sustainable solutions.

Area	Strategic Impact	Financial Impact
Products & Services	Investment in low-carbon solutions such as LEVAIR® ESL and mineral alternatives that reduce customer footprints	Targeted revenue growth from sustainability-differentiated offerings
Value Chain Engagement	Supplier engagement on carbon data; exploration of renewable or recycled feedstocks	Carbon footprints inform sourcing decisions and total-cost models
R&D	Expansion of LCA-driven Sustainability Scorecard across all NPD projects	R&D spend prioritized toward products with positive PCF signals
Operations	SBTi-aligned decarbonization plan, on-site renewables, CHP, and energy-efficiency upgrades	Capex for decarbonization projects; OpEx savings from lower energy use & avoided carbon fees

ENVIRONMENTAL RESPONSIBILITY

Pollution & Emissions

Innophos recognizes that uncontrolled releases of volatile organic compounds (VOCs), sulphur oxides (SOx), nitrogen oxides (NOx), particulate matter (PM) and other hazardous air pollutants (HAPs) can affect community health, generate regulatory exposure, and erode stakeholder trust. We therefore apply a multi-layered control strategy that combines engineered controls, preventative maintenance, and transparent reporting.

Objectives and Targets

- Maintain 100% regulatory compliance across all facilities by continuously monitoring permit limits and promptly addressing deviations.
- Identify and implement cost-effective reduction projects each budget cycle—for example, combustion-equipment upgrades that also improve energy efficiency.

Management of Risks

- **Proactive Inspection & Maintenance:** Routine inspection of critical infrastructure—including piping, storage, and containment systems—helps detect leaks or corrosion before releases occur.
- **Equipment Upgrades & Source Reduction:** Planned replacement of ageing natural-gas burners and other high-emission equipment reduces SOx/NOx and improves fuel efficiency, aligning with emerging policy requirements.
- **Process Containment & Dust Controls:** Enclosed material-handling systems and local exhaust ventilation minimize fugitive dust and PM emissions (currently in place at all phosphate-processing lines).
- **Incident Prevention & Emergency Response:** Site-level industrial-accident prevention plans—including spill response and containment—are regularly drilled to mitigate environmental impacts from unforeseen events.
- **Ambient & Community Monitoring:** Stack testing is complemented by perimeter sampling and noise/odor surveys to verify that off-site impacts remain below regulatory thresholds.

By integrating these measures into our Environmental Management System, Innophos safeguards local ecosystems and communities while supporting reliable, compliant operations.



ENVIRONMENTAL RESPONSIBILITY

Water Management

Water is essential to Innophos' phosphate and specialty-ingredients operations, from raw-material processing to product finishing. We aim to use water responsibly, maximize recycling, and return clean effluent to the environment in line with—or tighter than—permit limits.

Material Impacts, Risks, and Opportunities

- **Groundwater quality:** Historical phosphate operations require ongoing monitoring to prevent nutrient or metal migration.
- **Innovation potential:** Water reuse and recovery projects deliver cost savings while supporting customer audits and ESG requirements.

Objectives and Targets

- Zero significant water-quality exceedances and 100 % compliance with discharge permits each year.
- Conduct baseline water-stress reviews at 100 % of sites annually using the WWF Water Risk Filter.

Water Management Practices

To mitigate water risks and lower consumption, Innophos employs several strategies across its facilities:

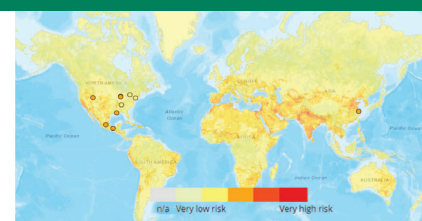
- **Water Recycling & Reuse:** Where technically feasible, process water is recovered—for example, gypsum-slurry water and condensate are reused internally.
- **Cooling-Tower Optimization:** Blow-down rates and dosing are monitored to minimize water losses.
- **Effluent Monitoring:** Continuous flow meters and regular sampling verify pH, BOD, COD, TSS, nutrients, and temperature; daily phosphate monitoring at applicable sites.
- **Water-Risk Assessment:** Annual WWF Water Risk Filter reviews identify exposure to scarcity, quality, and regulatory changes; findings are used in site EHS meetings.

Baseline Water Stress

Innophos uses tools like the WWF Water Risk Filter to evaluate baseline-water stress and site-specific vulnerabilities, and guide mitigation plans. Baseline water stress measures the ratio of total surface and groundwater withdrawals to available renewable water.

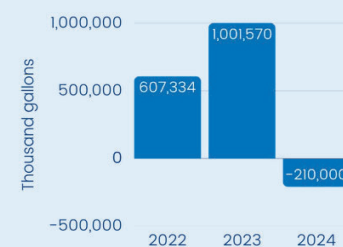
Several Innophos facilities, particularly in Mexico and the southern United States, operate in regions of moderate to high water stress, while sites in the northern U.S. and Canada face lower risk.

Innophos actively manages water-related risks by tracking site-level water intensity, investing in efficiency and reuse projects (e.g., the Coatza water recycling initiative), and aligning with local water stewardship expectations to ensure long-term operational resilience.



Innophos assesses baseline water stress at all sites using the WWF Water Risk Filter.

Water Consumption (kgal)



ENVIRONMENTAL RESPONSIBILITY

Nature & Biodiversity

Innophos recognizes that healthy ecosystems underpin long-term business resilience. We therefore screen all production sites for potential impacts on protected or biodiversity-sensitive areas and embed stewardship into our day-to-day operations.

Material Impacts, Risks, and Opportunities

- Site proximity to sensitive habitats: WWF Biodiversity Risk Filter analysis confirms that none of our current locations are situated in, or immediately adjacent to, legally protected areas, Key Biodiversity Areas, Ramsar wetlands, or other high-value habitats.
- Land-use change & spills: Operations occur on long-established industrial land, limiting habitat conversion risks; routine spill-prevention measures minimize contamination potential.

Objectives and Targets

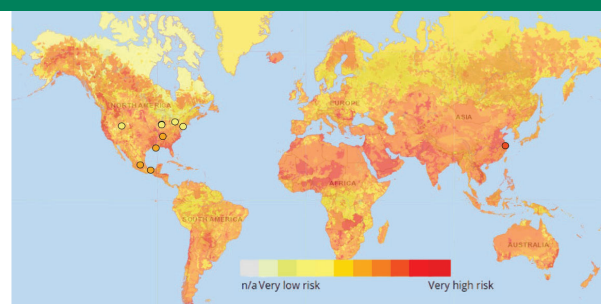
- Maintain zero significant biodiversity incidents resulting in negative impacts (baseline 2023: 0).
- Complete periodic biodiversity-risk reviews of 100 % of sites every two years using the WWF Risk Filter suite (current status: assessments completed in 2023).

Management Approach

- Many Innophos locations are situated in or near areas identified as high in biodiversity value and ecological sensitivity, especially in central Mexico and the U.S. heartland.
- To mitigate biodiversity risk, Innophos emphasizes responsible operations, including strict environmental controls, product safety practices, and community engagement. These efforts help reduce local ecosystem impact and align operations with global conservation expectations.
- Risk Assessment & Monitoring: WWF Biodiversity Risk Filter scores, coupled with geolocation checks, ensure our footprint does not encroach on protected areas; results feed into site EHS reviews and capital-planning processes.
- Performance Indicators: We track state indicators (e.g., distance to sensitive habitats) and benefit indicators (e.g., absence of incidents) to monitor progress.
- Governance & Oversight: Biodiversity falls under the remit of the Senior VP of Operations, Engineering & EHS, who reports to the CEO and Board on an as-needed basis.

Looking Ahead

We will periodically update site-level biodiversity screenings and integrate supplier-land-use considerations into our Responsible Procurement Program by 2026. Any planned facility expansions will incorporate ecological baseline studies and mitigation measures at the feasibility stage.



Innophos assesses its biodiversity risk exposure using the Scape Physical Risk Tool from the WWF Biodiversity Risk Filter. Physical Risk is driven by the ways in which a business depends on nature and can be affected by both natural and human-induced conditions of land- and seascapes.

2024 Biodiversity Performance

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Sites located near high-risk biodiversity-sensitive areas

ENVIRONMENTAL RESPONSIBILITY

Materials, Chemicals & Waste

Innophos strives to minimize waste generation and promote circular resource use through responsible handling, segregation, and off-site recovery. Internal sorting, designated storage, and qualified contractors ensure that both hazardous and non-hazardous streams are managed safely and in compliance with all regulations.

Material Impacts, Risks, and Opportunities

Improper waste handling can lead to environmental harm, regulatory fines, and reputational damage. Conversely, proactive waste reduction and resource recovery lower disposal costs, reduce risks, and demonstrate commitment to sustainability.

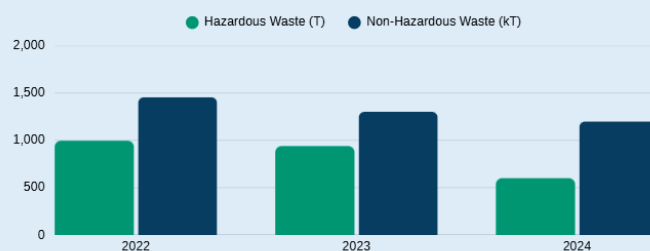
Commitments and Targets

- **Zero Reportable Incidents:** No environmental non-compliance or cross-border hazardous-waste violations.
- **100% Waste-Stream Mapping:** Maintain up-to-date maps of all internal waste flows at every site.
- **Annual Training:** Deliver site-specific refresher courses on waste management, hazardous-substance handling, and emergency response.
- **Maximize By-Product Recovery:** Integrate 100% of phosphate into approved recycle loops.

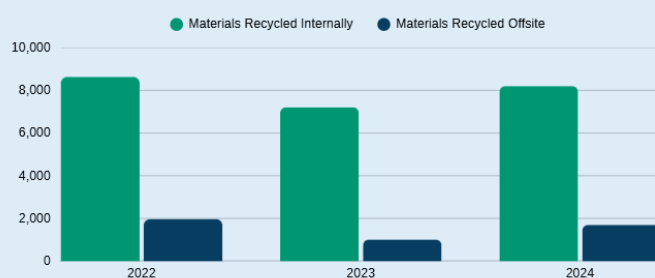
Management Approach

- **Waste Mapping & Segregation:** We track 23 distinct waste streams—from spent solvents to phosphogypsum fines—using color-coded containers and annual audits to ensure correct disposal or recovery.
- **Employee Awareness & Training:** All sites conduct annual Environmental Refresher Training, covering proper waste identification, sorting, and emergency action plans.
- **Material Reuse & Recovery:** The majority of our phosphate and nutrition processes have rework capabilities to mitigate waste; spent solvents and acid drumming wastes are routed through internal recycle loops or sent to licensed treatment facilities.
- **Hazardous-Waste Controls:** In strict compliance with local regulations, we label, store, and transport hazardous streams using standardized manifests, Phosphoric-Acid Tank-Car Loading procedures, and third-party audits to prevent unauthorized transboundary movements.
- **Emergency Measures & Safe Handling:** Site-specific contingency plans, CHEMTREC-linked hotlines, and documented spill-response protocols minimize risks of chemical release. Phosphorus-waste storage and handling standards ensure secure staging until off-site disposal.

Waste Generated



Recycled materials (T)



A photograph of a man in a green t-shirt and white shorts holding a young child. They are standing in a grassy field, and the child is swinging on a rope swing that hangs from a tree branch. The background shows a sunset over a body of water and distant hills. The text "Social Responsibility" is overlaid in white on the left side of the image.

Social Responsibility

Innophos is dedicated to fostering a socially responsible and inclusive environment that supports both our internal workforce and the communities where we operate. We focus on creating a workplace that values diversity, promotes fair treatment, and offers equal opportunities for growth through transparent recruitment, robust career management, and comprehensive training initiatives. Our commitment to employee well-being is demonstrated through proactive health and safety programs, fair compensation practices and effective collective bargaining agreements that empower workers and ensure their voices are heard.

By integrating sustainable procurement practices and responsible sourcing into our value chain, we work closely with suppliers and customers to promote ethical labor practices and environmental stewardship. Together, these efforts not only drive innovation and enhance organizational performance but also contribute to building a resilient, sustainable future for all stakeholders.

SOCIAL RESPONSIBILITY

Employee Health & Safety

Innophos places the highest priority on safeguarding the well-being of employees, contractors, and visitors. Guided by our corporate EHS Standards and site-specific procedures, we foster a culture in which every person can recognize hazards, stop work when unsure, and report concerns without hesitation. We view incidents and injuries as preventable; by proactively managing risk, we protect our workforce, maintain productivity, and reinforce operational resilience.

Objectives and Targets

- Zero workplace incidents: Sustain a record of no life-altering injuries or fatalities.
- 100% training completion: Ensure every employee finishes required health-and-safety courses annually.
- Comprehensive risk reviews: Complete and document risk assessments, pre-startup safety reviews, and Management-of-Change evaluations for all new or modified processes.
- Leading-indicator focus: Increase near-miss reporting and close all corrective actions within 30 days.

Management Approach

All facilities follow a structured risk-assessment framework that includes scheduled hazard analyses, pre-startup reviews, and Management-of-Change checkpoints. Site-level Emergency Action Plans provide detailed responses to fires, chemical releases, and natural disasters, and annual drills confirm readiness. Employees receive role-specific instruction—tracked via our learning-management system—and can raise concerns anonymously through the Concern Reporting platform, ensuring timely investigation and closure. Routine equipment inspections, industrial-hygiene monitoring, hearing-conservation programs, and an ergonomic review process further limit exposure to physical and chemical hazards. Contractors are protected by a dedicated EHS standard that mirrors employee requirements.

Looking Ahead

Innophos will strengthen its safety culture by rolling out mobile inspection apps for real-time issue logging, broadening wellness resources through the Employee Assistance Program, and piloting predictive analytics to spot emerging risk patterns. These initiatives—combined with leadership engagement and frontline empowerment—will help us sustain a safe, healthy, and motivated workforce.

2024 Health & Safety Performance

0.49

Total Recordable
Incident Rate (TRIR)

8

Work-related accidents

100%

Employees trained on
health & safety topics



SOCIAL RESPONSIBILITY

Workforce Inclusivity

2024 Workforce Inclusivity Performance

100%

Employees trained on
anti-discrimination

23%

Women in senior
management

23%

Women employees in
the whole organization

0%

Women on the
board of directors

2.7%

Unadjusted gender pay
gap

Innophos is committed to maintaining a professional workplace built on fairness, equal opportunity, and respect. Clear policies, standardized talent processes, and confidential reporting channels help safeguard compliance and promote employee engagement.

2025 Objectives and Targets

- **Bias-free hiring:** Maintain 100% completion of interviewer training on unconscious bias.
- **Fair advancement:** Review promotion outcomes annually to confirm equitable access to career opportunities.
- **Pay equity:** Update gender-pay analysis and close any unexplained gaps through structured salary adjustments.
- **Inclusive culture:** Roll out refreshed disability-accommodation guidelines and expand employee-resource sessions that address mental-health and diversity topics.

Management Approach

- **Non-discriminatory Recruitment & On-boarding** – Job postings use neutral language and reference our EEO statement; hiring managers complete bias-awareness modules before interviews.
- **Standardized Development & Promotion** – A uniform performance-review and 9-Box succession-planning process aligns advancement decisions to merit, supported by periodic bias-refresher training for managers.
- **Workplace Conduct & Harassment Prevention Training** – All employees complete annual anti-discrimination and harassment courses; managers receive additional instruction on respectful leadership and by-stander response.
- **Safe & Accessible Environment** – Policies cover reasonable accommodations for disabilities, designated lactation rooms and breaks for nursing mothers, and flexibility for recognized religious practices.
- **Confidential Grievance Mechanism** – A multilingual hotline and whistle-blower policy allow employees to raise discrimination, or harassment concerns confidentially and without fear of retaliation; case metrics are reviewed by senior leadership.
- **Pay-Equity Monitoring** – Unionized sites follow wage grids in collective agreements, while non-union locations undergo periodic gender-pay audits to identify and remedy any disparities.

SOCIAL RESPONSIBILITY

Working Conditions

Innophos is committed to providing a supportive, transparent work environment that delivers fair remuneration, fosters work-life balance, and promotes continuous employee engagement. Robust benefits, open dialogue, and flexible scheduling help raise morale, strengthen retention, and boost overall productivity; without them, inadequate communication or unclear pay practices could impair performance and well-being.

2025 Objectives and Targets

- Ensure every employee receives fair, transparent compensation and benefits, complemented by family-friendly policies and flexible-work options.
- Achieve 100% distribution of personalized Total Rewards Statements so employees fully understand their compensation and benefits.
- Increase engagement-survey participation and follow-through on survey action plans across all sites.

Management Approach

- **Compensation & Benefits** – Pay stubs highlight overtime premiums, and a performance-linked bonus plan rewards collective success. Annual Total Rewards Statements break down base pay, incentives, health-care value, retirement, and other perks, ensuring full transparency.
- **Family-Friendly & Flexible Work** – Paid parental leave, adoption-expense reimbursement, nursing-mother accommodations, and remote-work/flex-time options help employees balance professional and personal responsibilities without sacrificing career growth.
- **Employee Voice & Engagement** – The 2024 Qualtrics survey was responded to by 75% of U.S./Canada employees and over 80% of those in Mexico. Results were explored in 23 focus groups, leading to site-level action plans. Quarterly town halls, local forums, and an anonymous concerns portal keep dialogue continuous.
- **Health-Care & Well-Being** – All full-time staff worldwide have access to comprehensive medical, dental, and vision coverage; U.S. plans include HSA and PPO options. An Employee Assistance Program, mental-health webinars, and fitness discounts support overall well-being.

Collective Bargaining and Employee Representation

Innophos recognizes and collaborates with employee representatives where workforces have chosen union representation. Where employees have chosen formal representation, Innophos negotiates collective agreements that:

- Protect health and safety through joint committees, safe-work standards, and right-to-refuse provisions.
- Define working conditions such as hours of work, overtime, holidays, and leave policies.
- Support career management and training by outlining skill-development pathways, job-bidding processes, and apprenticeship opportunities.
- Uphold diversity and prevent discrimination or harassment with clear commitments to equal opportunity and respectful conduct.

For non-union locations, open-door policies provide parallel channels for dialogue. By tracking the proportion of employees covered by representation mechanisms—and by regularly reviewing agreement implementation—we ensure continuous improvement of our social-dialogue framework.

2024 Working Conditions Performance

100%

Full-time employees with access to healthcare coverage

47%

Employees covered by employee representatives or collective agreements

75%+

Employee-engagement survey response rate

SOCIAL RESPONSIBILITY

Career Management & Training

2024 Career Management & Training Performance

10

Average training hours
per employee



Innophos nurtures talent by aligning training, performance feedback, and career-development tools with business needs and employee aspirations. A comprehensive learning ecosystem—from skills mapping to goal-based coaching—helps prevent stagnation and keeps our workforce prepared for future challenges.

2025 Objectives and Targets

- Transparent growth paths: Publish a clear career framework and ensure 100% of employees discuss development goals during annual reviews.
- Offer 100% internal mobility to open professional roles with internal candidates, supported by internal job posting policies and internship programs.

Management Approach

- **Skills Development** – 9-Box succession planning and a Maintenance Development Program map gaps and offer targeted online and hands-on training.
- **Performance Reviews** – Managers, trained on goal planning, deliver structured annual feedback with interim check-ins.
- **Career Plans** – Each review cycle creates or updates a personal “How Goal” that charts near- and long-term development steps.
- **Internal Mobility** – Succession charts, job rotations, and an “internal-first” posting policy help employees move vertically or laterally.
- **Responsible Transitions** – Severance packages and outplacement services support employees affected by restructuring.

By combining targeted learning, regular feedback, and clear mobility pathways, Innophos empowers employees to advance their careers while ensuring the organization remains agile and future-ready.

SOCIAL RESPONSIBILITY

Human Rights

Innophos maintains a zero-tolerance stance toward child labor, forced labor, and human trafficking across our operations and supply chain. Internal human-rights impact assessments, systematic age-verification during hiring, and a confidential grievance mechanism form the backbone of our program. These measures not only mitigate legal and reputational risk but also reinforce stakeholder trust and ethical integrity throughout our value chain.

2025 Objectives and Targets

- Ongoing vigilance: Sustain 100% bi-annual completion of mandatory human-rights training for employees and core contractors.
- Effective remedy: Resolve all filed grievances within 30 days and report aggregate outcomes to senior leadership.

Management Approach

- **Impact Assessment & Monitoring:** Periodic social-compliance audits identify potential child-labor or forced-labor risks; follow-up monitoring confirms the effectiveness of corrective actions.
- **Age Verification & Recruitment Controls:** HR onboarding procedures require documented proof-of-age checks in every country where we operate, ensuring only legally eligible workers are hired.
- **Training & Awareness:** All employees complete bi-annual human-rights training covering child labor, forced labor, and trafficking; completion rates are tracked and reported.
- **Grievance Mechanism:** A multilingual, non-retaliatory hotline—supported by our Code of Business Conduct—allows employees, contractors, and stakeholders to report concerns confidentially.
- **Stakeholder Engagement:** Where relevant, Innophos consults local community groups and subject-matter NGOs to refine risk-mitigation measures and verify program effectiveness.



SOCIAL RESPONSIBILITY

Community Engagement

Innophos is dedicated to fostering positive community relations through its Community Impact Program. In 2024, we hosted public meetings in Geismar, Louisiana and Nashville, Tennessee to learn directly from residents about local needs, share details on our expansion plans, and highlight employment and training opportunities. These events included free food and refreshments, travel gift cards for attendees using public transit or ride share, and live-streamed access to ensure broad participation.

Our commitment to economic vitality extends beyond dialogue. We partner with local educational institutions—such as technical colleges and high schools—to develop internships, apprenticeships, and curriculum support that prepare the next generation of talent for success in manufacturing. These collaborations help align workforce skills with our operational needs and create clear pathways from classroom to career.

Philanthropic Activities

Giving back is more than corporate responsibility—it's part of who we are. Over the past three years, we have donated food, essentials, and funding to community organizations in the regions where we operate. Key beneficiaries include the Community Food Bank of New Jersey; Utah Food Bank; Second Harvest Food Bank of Middle Tennessee; The Salvation Army; Greater Chicago Food Depository; Greater Baton Rouge Food Bank; Harold Colbert Jones Memorial Community Center in Chicago; and several Asilo children's homes in Mexico. These efforts help ensure families in need have access to nutritious food and critical support during holiday seasons and beyond.



SOCIAL RESPONSIBILITY

Customer Protection & Product Safety

2024
Customer Protection &
Product Safety
Performance

0

Number of product
recalls

0

Number of incidents
related to product safety

100%

Products with complete
hazard assessments

At Innophos, customer protection and product safety are fundamental to our mission. We integrate rigorous hazard analysis, regulatory compliance, and transparent communication at every stage of the product lifecycle — from raw-material sourcing and manufacturing through delivery and end use. Our processes ensure potential health and safety risks are identified early and that customers always have access to the information and support they need.

2025 Objectives and Targets

- **Zero Recalls & Incidents:** Maintain our record of no product recalls and no customer safety incidents.
- **100% SDS Coverage:** Ensure every product shipment is accompanied by a fully compliant, up-to-date SDS.
- **Risk Assessment Rigor:** Complete formal health & safety risk assessments for all new products and any process changes.
- **Emergency Readiness:** Conduct at least two full recall-response drills and annual SDS emergency-contact audits.
- **Customer Transparency:** Publish concise product-safety guides and FAQs for high-volume products on our website.

Management Approach

Every new product and any change to existing processes undergo detailed health and safety risk assessments, Pre-Startup Safety Reviews, and Management of Change protocols. Our Product Recall Procedure defines three recall classes based on potential health consequences, assigns cross-functional responsibilities, and prescribes step-by-step actions for evaluation, customer notification, and root-cause follow-up. We conduct regular drills and reviews to ensure readiness.

Safety Data Sheets (SDS)

All shipments include a fully compliant SDS detailing hazard identification, handling and storage instructions, exposure controls, and toxicological information. Our SDS also lists 24/7 emergency contacts — including Innophos hotlines and the CHEMTREC service — so customers and first responders can access critical information at any time.

Ensuring Customer Confidence

We back our safety commitment with dedicated product-safety experts who help customers interpret SDS data, optimize handling practices, and address application-specific concerns. Innophos products meet all relevant global safety regulations, and we provide concise “Safe-Use” guides and FAQs. Our customer feedback system captures any health or safety issues reported before, during, or after product use, driving continuous improvement.

Looking Ahead

Innophos will continue strengthening our safety-first culture by automating real-time SDS updates, expanding digital recall-notification tools for faster outreach, and partnering with industry stakeholders to pioneer new standards in chemical-safety communication.



Responsible Business

Innophos has established a comprehensive governance framework that weaves sustainability, ethics, and compliance into every level of decision-making.

The Board receives routine briefings on environmental, social, and risk topics, while a cross-functional ESG Steering Committee—chaired by senior executives—oversees day-to-day progress and continuous improvement.

Legal, HR, and Internal Audit jointly maintain corporate policies, conduct annual Code-of-Conduct recertifications, and lead targeted compliance audits, with a Global Ethics Committee reviewing whistle-blower reports and workplace concerns.

Supply-chain integrity is reinforced through our Supplier Code of Conduct, and robust information-security and cybersecurity training protect critical data.

By linking accountability mechanisms and, where applicable, incentive structures to sustainability objectives, Innophos manages risks, captures opportunities, and upholds the responsible business practices that underpin our long-term success.

GOVERNANCE

Ethics, Compliance & Anti-Corruption

Innophos is committed to the highest standards of lawful and ethical conduct. Recognizing that misconduct can trigger reputational damage, regulatory penalties, and operational disruption, we maintain a comprehensive framework to prevent corruption, bribery, conflicts of interest, and fraud. This approach not only mitigates risk but also strengthens stakeholder trust and supports sustainable business growth.

2025 Objectives and Targets

- Achieve 100% employee recertification to the Code of Business Conduct & Ethics.
- Complete risk-based due-diligence reviews for all high-risk third parties.
- Maintain zero confirmed corruption incidents and zero substantiated retaliation claims.
- Close all audit-identified corrective actions within 90 days.

Management Approach

Innophos employs a structured management approach that includes:

- **Risk Assessments & Due Diligence** – Periodic antitrust / anti-bribery risk review plus tiered screening of distributors, sales agents, and high-risk vendors; findings drive mitigation plans.
- **Training & Communication** – Mandatory anti-bribery and antitrust training for employees and core contractors, supplemented by rotational e-learning on topics such as cybersecurity and export controls.
- **Approval Processes** – Formal pre-clearance thresholds for gifts, hospitality, donations, and sponsorships; conflicts-of-interest declarations reviewed by line management and Legal.
- **Whistle-blower Protections** – A confidential, multilingual hotline and web portal ensure non-retaliatory reporting; trend data is reviewed quarterly by the Global Ethics Committee.
- **Auditing & Monitoring** – Internal Audit performs entity-level control tests and rotating reviews of high-risk areas; external auditors validate financial-control design and effectiveness.

Governance Structure

- **Board Oversight** – The Audit Committee receives regular updates on hotline activity, risk-assessment results, and audit findings.
- **Executive Leadership** – CEO, CFO, SVP Operations & EHS, and General Counsel approve policy changes and resource allocation for compliance initiatives.
- **Global Ethics Committee** – Cross-functional team tracks case investigations, monitors remediation, and recommends program enhancements.

Looking Ahead

By embedding clear ethical principles into corporate governance and continuously benchmarking against best practice, Innophos keeps transparency and accountability at the core of its operations. Ongoing refinements to training content, third-party vetting tools, and data analytics will further strengthen our controls and help position Innophos for long-term, responsible success.

2024
Ethics Performance

100%

Employees trained on anti-corruption and other business ethics topics

0

Confirmed corruption incidents

SOCIAL RESPONSIBILITY

Sustainable Sourcing

2024 Sustainable Sourcing Performance

100%

Targeted suppliers who have acknowledged our Supplier Code of Conduct

93%

Targeted suppliers covered by a sustainability assessment

100%

Buyers trained on responsible sourcing

100%

Targeted suppliers with contracts that reference the Supplier Code of Conduct

Innophos works with suppliers and on-site contractors to embed safety, environmental stewardship, and ethical business conduct in every purchasing decision. Clear expectations, data-driven risk screening, and regular dialogue help us strengthen supply-chain resilience and reduce exposure to social or environmental disruptions.

2025 Objectives and Targets

- Code-of-Conduct coverage: Reach 100% acknowledgement from all targeted suppliers (2024 baseline: 70% in US/CA).
- Climate reporting: Increase the share of suppliers disclosing or managing their GHG emissions to ≥ 30% globally (current baseline: 17% US/CA; 42% MX planned).
- Assessment depth: Maintain ≥ 90% questionnaire response rate and extend ESG assessments to cover ≥ 80% of direct spend.
- Capability building: Deliver corrective-action coaching or best-practice workshops to all suppliers flagged as "high risk" during audits.

Management Approach

- **ESG Scorecard Program** – Targeted suppliers complete a detailed self-assessment through ISN (US/Canada) or Avetta (Mexico). Responses feed an internal risk-rating dashboard that drives follow-up actions.
- **Contractual Controls** – The Supplier Code of Conduct and sustainability clauses are embedded in our standard Terms & Conditions, making compliance a contractual requirement.
- **Audit & Verification** – High-risk suppliers undergo desktop checks or on-site audits using a standard Supplier Audit Form; findings trigger corrective-action plans and follow-up reviews.
- **Buyer Training & KPIs** – Procurement staff complete an annual Sustainable-Purchasing course; ESG objectives are included in their performance plans to reinforce accountability.
- **Supplier Development** – Coaching sessions, templates, and improvement playbooks help suppliers address audit findings, enhance management systems, and qualify for preferred-supplier status.

Through this structured program Innophos reduces supply-chain risk, drives continuous improvement, and creates opportunities for collaborative sustainability initiatives.

GOVERNANCE

Information Security

2024 Cybersecurity Metrics

1

Confirmed information
security incidents

100%

Employees trained on
information security



Innophos protects company and customer data through programs compliant with NIST standards that blends policy, training, and independent assurance. Oversight rests with the Chief Information Officer (CIO), who reports program status to the Executive Leadership Team and Board Audit Committee.

2024 Cyber Event

Due to a June 2024 ransomware incident, certain IT functions and related operations were temporarily affected but were restored following execution of incident response and recovery processes. Further cyber protections and IT services continue to be implemented in alignment with enhanced compliance standards. The incident has not had a material impact on our financial condition or results of operations.

2025 Objectives and Targets

- Maintain zero high-severity incidents.
- Achieve 100% training completion for all users with network access.
- Lower phishing-simulation click rate to $\leq 3\%$ through quarterly exercises and just-in-time coaching.
- Complete risk-based security reviews for 100% of new high-risk vendors.

Management Approach

Innophos employs a multi-layered management strategy to protect our digital assets:

- **Risk Assessments & Due Diligence** – Annual internal/external penetration tests plus weekly vulnerability scanning and third-party security questionnaires (via ISN/Avetta) for critical vendors.
- **Training & Awareness** – Mandatory web modules cover acceptable use, phishing, data privacy, and incident reporting; completion is tracked in the learning portal.
- **Incident Response** – A formal IRP defines detection, roles, escalation paths, and post-incident review; a confidential hotline supports anonymous reporting of cyber concerns.
- **Records Retention & Compliance** – A company-wide schedule aligns data-classification and storage limits with legal requirements (e.g., GDPR, SOX).
- **Audit & Monitoring** – Internal Audit tests key controls; external auditors validate financial-system safeguards. Findings feed a corrective-action tracker reviewed quarterly by the CIO.

Metrics and Performance

Key indicators—incident frequency, training completion, phishing-simulation results—are reviewed each quarter and guide continuous improvement.

Looking Ahead

Planned actions include multi-factor authentication for all production sites, expanded endpoint detection-and-response (EDR) coverage, and implement a Security Information & Event Management (SIEM) Service in 2025.

Appendix

APPENDIX

SASB Index

This Report includes select metrics from the Sustainability Accounting Standards Board (SASB) Chemicals industry standard. The data presented in this Report has not been externally assured. As we continue to improve our processes for non-financial reporting, disclosed metrics may be subject to adjustment. The size of these adjustments is not expected to be, but could be, material.

Disclosure Topic	Metric	Unit	Response or page number	Code
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tonnes (t) CO ₂ e, %	See page 8. 229,871 MT CO ₂ e	RT-CH-110a.1
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	See pages 8-10	RT-CH-110a.2
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N ₂ O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Metric tonnes (t)	See page 11	RT-CH-120a.1
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Gigajoules (GJ), %	(1) 4,952,678 GJ; (2) 99.9%; (3) 0.01%; (4) 0 GJ	RT-CH-130a.1
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), %	See page 12. (1) 12,070; (2) -795 (decrease primarily due to Coatza usage of recycled water and decreasing usage of fresh water); Data not available	RT-CH-140a.1
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	5	RT-CH-140a.2
	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	See page 12	RT-CH-140a.3
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Metric tonnes (t), %	See page 14. (1) 544; (2) 0% of hazardous waste is recycled	RT-CH-150a.1
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	n/a	See page 21	RT-CH-210a.1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	See page 16. (1) 0.49; (2a) 0; (2b) 0	RT-CH-320a.1
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	n/a	See page 16	RT-CH-320a.2
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	USD \$	See page 9 for product lifecycle information. We do not disclose revenue figures publicly.	RT-CH-410a.1

















APPENDIX

SASB Index (cont'd)

Disclosure Topic	Metric	Unit	Response or page number	Code
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	% by revenue, %	(1) 100%; (2) 100%	RT-CH-410b.1
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	n/a	See page 14	RT-CH-410b.2
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	% by revenue	0%	RT-CH-410c.1
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	n/a	See Section 4.1.2 of Innophos' 2025 CDP Climate Change Disclosure	RT-CH-530a.1
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Number, Rate	See page 22. PSIC: 0; PSTIR: 0; PSISR: 0	RT-CH-540a.1
	Number of transport incidents	Number	Data not disclosed	RT-CH-540a.2
Activity metric	Production by reportable segment	Cubic meters (m ³) or metric tonnes (t)	Data not disclosed	RT-CH-000.A

APPENDIX

Non-Financial Indicators + UN SDGs

Category	Metric	Unit	FY2024 Data + SDG Goal
GHG Emissions	Scope 1	MT CO ₂ e	 229,871
GHG Emissions	Scope 2 (Location-based)	MT CO ₂ e	 32,946
GHG Emissions	Scope 2 (Market-based)	MT CO ₂ e	 N/A
GHG Emissions	Scope 3 Cat 1: Purchased goods & services	MT CO ₂ e	 365,069
GHG Emissions	Scope 3 Cat 2: Capital goods	MT CO ₂ e	 14,945
GHG Emissions	Scope 3 Cat 3: Fuel-and-energy-related activities	MT CO ₂ e	 40,846
GHG Emissions	Scope 3 Cat 4: Upstream transport & distribution	MT CO ₂ e	 52,845
GHG Emissions	Scope 3 Cat 5: Waste generated in operations	MT CO ₂ e	 14,091
GHG Emissions	Scope 3 Cat 9: Downstream transport & distribution	MT CO ₂ e	 39,364
Energy	Total energy consumption	kWh	 1,375,744,000
Energy	Total renewable energy consumption	kWh	 13,000
Water	Total water consumption	ML	 -795
Water	Total amount of water recycled and reused	m ³	 795,000
Environment	Employees trained on environmental issues	%	100
Environment	Operations with environmental impact assessments	%	100
Waste	Total weight of hazardous waste	T	 600
Waste	Total weight of non-hazardous waste	T	 1,200,000
Waste	Total weight of waste recovered	T	 8,200

Category	Metric	Unit	FY2024
Employee health & safety	Days lost to work-related injuries, fatalities and ill health	Days	 263
Employee health & safety	Number of work-related accidents	Number	 8
Employee health & safety	Sites conducting employee health & safety risk assessments	%	 100
Training	Average hours of training per employee	Hours	 10
Diversity	Share of female board members	%	 0
Diversity	Share of women in leadership	%	 23
Engagement	Employee participation in engagement survey	%	 75
Compensation	Average unadjusted gender pay gap	%	 2.7
Responsible procurement	Targeted suppliers who have signed the supplier code of conduct	%	 100
Responsible procurement	Targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	100
Responsible procurement	Targeted suppliers covered by a sustainability assessment	%	93
Responsible procurement	Targeted suppliers covered by a sustainability on-site audit	%	0
Responsible procurement	Buyers who received training on sustainable procurement	%	100
Business ethics	Employees trained on business ethics	%	100
Business ethics	Confirmed corruption incidents	Number	0
Business ethics	Confirmed information security incidents	Number	1
Business ethics	Operational sites conducting a business ethics risk assessment	%	100

