



Preserving what matters



Corbion

ESG FACTBOOK

How Corbion preserves what matters

2026 EDITION

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How our business activities positively contribute to the sustainable development goals

KPI*	Unit	2025	2024	2023	% change 25 vs 24
Net sales contributing to SDGs 2, 3, 12, 13, and 14)	%	79%	74%	69%	7%
Net sales contributing to Climate change (SDG 13)	%	20%	18%	16%	12%
Net sales contributing to Biodiversity (SDG 14)	%	12%	11%	8%	5%
Net sales contributing to Circular economy (SDG 12)	%	55%	51%	57%	7%
Net sales contributing to Consumer health (SDG 3)	%	44%	42%	39%	5%

*The KPIs are part of our annual report, have been externally verified by our auditor, and are reported in line with the ESRS standards.

3 GOOD HEALTH AND WELL-BEING



AlgaPrime™ DHA and AlgaVia™ DHA support human nutrition

Our sustainable food ingredients help control food-borne pathogens

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We help preserve >13 million tons of food globally, preventing food waste

98% of our raw materials are renewable

13 CLIMATE ACTION



Our solutions support the transition to a low-carbon economy

Reducing food waste by 25% saves 82.5 million tons of CO₂ annually

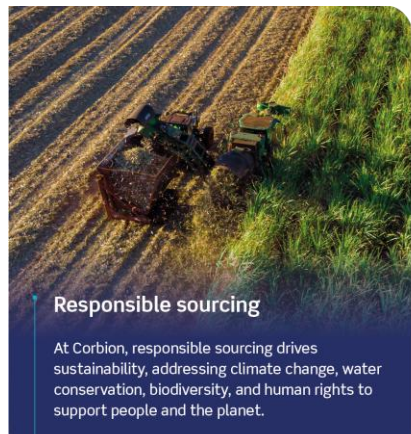
14 LIFE BELOW WATER



AlgaPrime™ and AlgaVia™ DHA as alternative to fish oil reduces pressure on the oceans

AlgaPrime™ DHA enables up to 30% reduction of wild-caught fish in aquaculture feed

Targets



	2030 ¹	2025 ¹
Responsible sourcing		
Raw materials covered by supplier code ²	>90%	>90%
Verified responsibly sourced cane sugar ³	99%	98%
Scope 3 emissions reduction (SBTi-approved target) ⁴	25%	n/a
Verified deforestation-free key agricultural raw materials ⁵	99%	99%
Responsible manufacturing		
Total Recordable Injury Rate ⁶	< 1.25	< 2.50
Renewable electricity	100%	100%
Scope 1 & 2 emissions reduction (SBTi-approved target) ⁷	42%	n/a
Sustainable solutions		
Net sales contributing to the SDGs (SDG 2, 3, 12, 13, 14) ⁸	n/a	> 75%

1. Targets based on current manufacturing footprint; to be reviewed in case of acquisitions/major changes.
2. By quantity.
3. Bonsucro-certified or meeting the requirements of Corbion's Cane Sugar Code verified by third-party audits, by quantity. See our [Cane Sugar Policy](#) for more information.
4. Scope 3 emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations and investments. Absolute reduction compared to 2021 as the base year. We report our emissions in accordance with the Greenhouse Gas Protocol. Our full scope 3 emissions and biogenic emissions are reported in the Sustainability statements.

5. Key agricultural raw materials include cane sugar, dextrose derived from corn, palm oil and derivatives, soy-bean oil and derivatives, and wheat, by quantity. Through Bonsucro certification, RSPO certification, or other certification covering deforestation; or demonstrated to be deforestation-free based on satellite data, third-party audits (e.g., Corbion Cane Sugar Code audit), and/or country-of-origin statements.
6. Including contractors. Based on CSRD definition.
7. Scope 1 emissions from direct production (from fuels), scope 2 emissions from purchased energy (electricity and purchased steam, market-based). Absolute reduction compared to 2021 as the base year. We report our emissions in accordance with the Greenhouse Gas Protocol.
8. Net sales of products for which there is evidence that the product contributes to the SDGs. See our [Measuring what matters](#) whitepaper for more details.

Double materiality assessment

ESRS	Topic	Impact/Risk/Opportunity	Impact	Financial	Scope
E1	Climate change	GHG emissions	−		Upstream Own operations Downstream
		Low-carbon solutions	+	+	Upstream Own operations Downstream
		Carbon pricing		−	Upstream Own operations Downstream
		Impact of climate change on crop yield		−	Upstream Own operations Downstream
E5	Circular economy	Circular solutions (food waste, biobased)	+	+	Upstream Own operations Downstream
E4	Biodiversity	Agriculture driver of biodiversity loss	−		Upstream Own operations Downstream
		Alternatives to fish oil solutions	+	+	Upstream Own operations Downstream
		Impact of biodiversity loss on crop yield		−	Upstream Own operations Downstream
E3	Water	Water use	−		Upstream Own operations Downstream
		Water availability & quality		−	Upstream Own operations Downstream
S1	Health & safety	Incidents	−		Upstream Own operations Downstream
S1	Human capital	Talent attraction, retention, and people development		−	Upstream Own operations Downstream
S2	Human rights in supply chain	Poor working conditions, child/forced labor in agriculture	−		Upstream Own operations Downstream
S4	Consumer health and product safety	Solutions for food safety, nutrition, pharma, and biomaterials	+	+	Upstream Own operations Downstream
		Product contamination	−	−	Upstream Own operations Downstream

External recognition and network

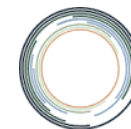
External recognition



Recognition details: [EcoVadis gold medal](#)



Network



SCIENCE BASED TARGETS NETWORK
GLOBAL COMMONS ALLIANCE



An aerial photograph of a sugarcane field. The top half of the image shows a lush green sugarcane field. The bottom half shows a harvested area with dry, golden-brown stalks. Two yellow sugarcane harvesters are visible, each pulling a brown transport truck filled with harvested cane. The scene is captured from a high angle, showing the layout of the field and the machinery.

Environment

Climate change



Corbion is committed to reducing GHG emissions to limit global warming to 1.5°C, following SBTi criteria.



2050 Goal:
Net-zero GHG emissions across the value chain.

2025 Performance

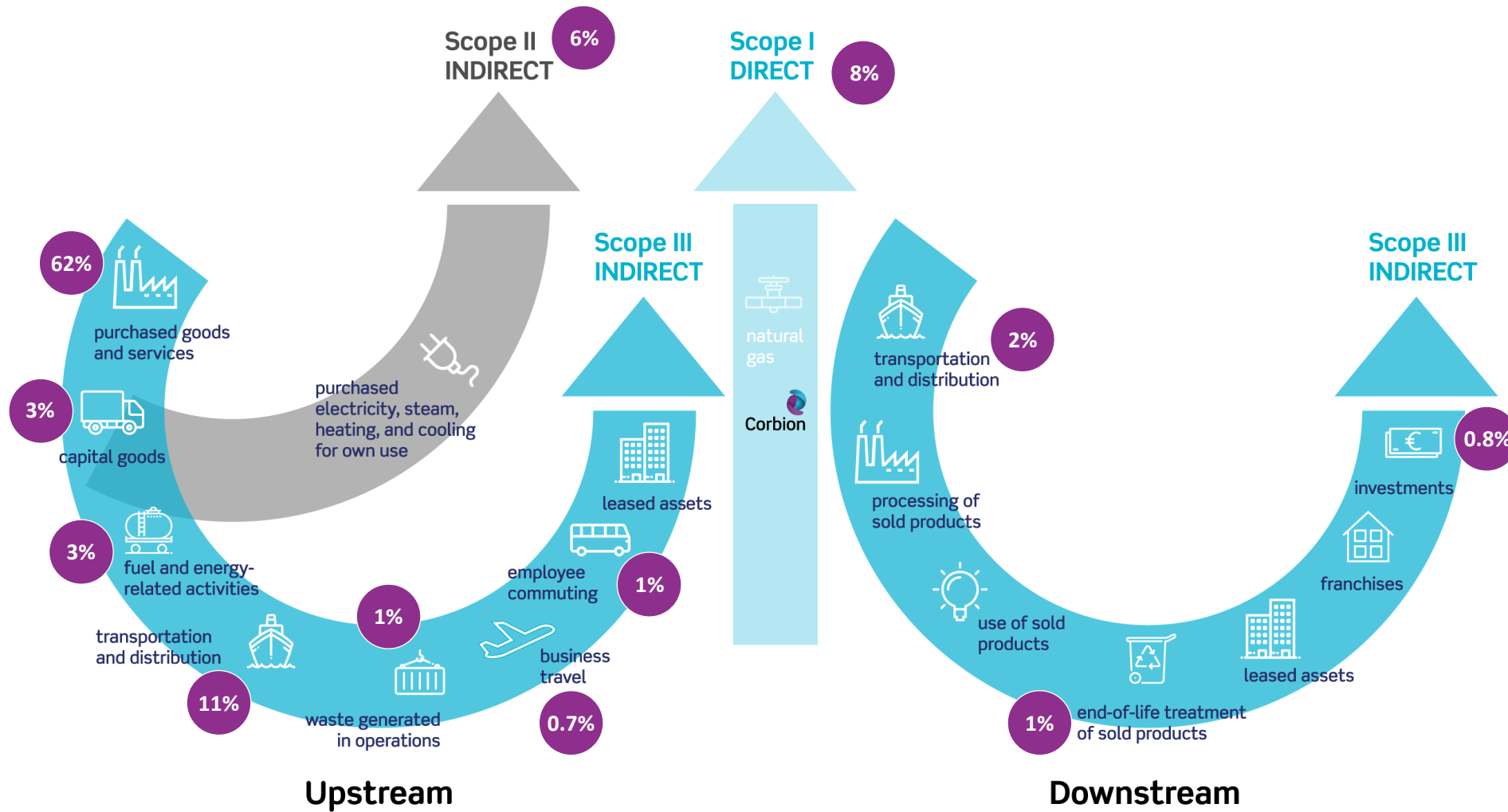
- Our scope 1 and 2 emissions increased due to business growth and the ramp-up of the new circular lactic acid plant in Thailand. Our new circular lactic acid technology enables the recycling of processing chemicals, reducing scope 3 emissions, which consumes additional energy compared to the conventional lactic acid process, leading to an increase of our scope 1 emissions.
- Overall, the cradle-to-gate GHG emissions of the new technology are >30% reduced compared to the conventional lactic acid production in Thailand.
- 100% of Corbion's operational sites have been assessed for climate impacts, risks, and opportunities.

	2030 Target	2025 Target	2025	2024
Absolute scope 1 and 2 emissions reduction vs 2021 (SBTi-approved target)	42%*	n/a	17%*	25%*
Absolute scope 3 emission reduction vs 2021 (SBTi-approved target)	25%*	n/a	15%*	7%*
Renewable electricity	100%	100%	100%	99%

GHG emissions intensity (tCO ₂ eq/mEUR)	2025	2024	2023
Scope 1 emissions intensity	54	45	44
Scope 2 emissions intensity			
Location-based	89	88	90
Market-based	42	41	42
Scope 3 emissions intensity	582	597	557
Total GHG emissions intensity			
Location-based	725	729	691
Market-based	678	682	643

The KPI's presented in the tables on this page are part of our annual report, have been externally verified by our auditor, and are reported in line with the ESRS standards.

Climate change



Scope 1, 2, and 3 emissions

Gross scope 1, 2, 3 emissions, and total GHG emissions (tons CO₂e)

Scopes and Categories (Ton CO ₂ e)	Base year (2021)	2025	2024	2023	% change 25 vs 24
Scope 1					
Scope 1 emissions	94,744	68,899	58,069	55,785	19%
Percentage of scope 1 GHG emissions from regulated emission trading schemes	43%	43%	54%	62%	-21%
Scope 2					
Scope 2 emissions Location-based	87,917	113,345	112,997	113,476	0%
Scope 2 emissions Market-based	53,473	53,469	52,420	52,403	2%
Scope 3					
Total scope 3 emissions	880,077	739,358	768,519	701,521	-4%
1. Purchased goods and services	600,386	535,273	555,312	488,230	-4%
2. Capital goods	91,075	26,895	33,631	59,784	-20%
3. Fuel and energy related activities	25,662	29,195	24,218	27,904	21%
4. Upstream transportation and distribution	71,080	94,317	92,478	69,853	2%
5. Waste generated in operations	45,112	9,665	18,145	13,743	-47%
6. Business travel	1,669	6,257	6,094	3,787	3%
7. Employee commuting	4,049	9,141	8,365	8,958	9%
8. Leased assets	-	-	-	-	-
9. Transportation and distribution	16,759	14,137	14,149	14,979	0%
10. Processing of sold products	-	-	-	-	-
11. Use of sold products	-	-	-	-	-
12. End-of-life treatment of sold products	5,748	7,341	9,361	8,935	-22%
13. Leased assets	-	-	-	-	-
14. Franchises	-	-	-	-	-
15. Investments	18,537	7,139	6,766	5,348	6%
Total GHG emissions (scope 1, 2, and 3)					
Location-based	1,062,738	921,602	939,585	870,782	-2%
Market-based	1,028,294	861,726	879,008	809,709	-2%
Biogenic emissions	70,597	117,895	121,784	116,976	-3%

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Energy

		Unit	2025	2024	2023	2022	2021
Non-renewable energy consumption and mix	Fuel consumption from coal and coal products	MWh	0	0	0	0	0
	Fuel consumption from crude oil and petroleum products	MWh	0	0	0	0	0
	Fuel consumption from natural gas	MWh	319,863	282,175	314,406	530,262	525,719
	Fuel consumption from other fossil sources	MWh	18,286	18,648	19,432	2,973	4,580
	Consumption of purchased electricity from fossil sources	MWh	0	4,017	7,752	17,063	49,422
	Consumption of purchased steam from fossil sources	MWh	284,561	273,111	232,587	106,302	97,581
	Total non-renewable energy consumption	MWh	622,710	577,951	574,177	656,600	677,302
	Share of fossil sources in total energy consumption	%	62%	61%	62%	67%	71%
Renewable energy consumption and mix	Fuel consumption from renewable sources, including biomass	MWh	24,671	20,656	13,918	4,377	3,052
	Consumption of purchased electricity from renewable sources	MWh	274,672	267,619	253,497	240,130	185,195
	Consumption of purchased steam from renewable sources	MWh	80,615	87,997	91,338	81,896	86,675
	The consumption of self-generated non-fuel renewable energy	MWh	212	513	159	168	65
	Total renewable energy consumption	MWh	380,170	376,785	358,912	326,571	274,987
	Share of renewable sources in total energy consumption	%	38%	39%	38%	33%	29%
Total energy consumption	Renewable and non-renewable energy consumption	MWh	1,002,880	954,736	933,089	983,171	952,289
Energy intensity	Total energy consumption per net revenue	MWh/mEUR	789	717	642	677	864

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Water

High-risk water withdrawal sites

Key Locations: Montmeló (Spain), Rayong (Thailand), Orindiúva & Campos (Brazil).

These sites rely on fermentation, requiring high water withdrawal.

Montmeló & Rayong : Located in high/extreme water stress areas.

Orindiúva & Campos: Face water availability challenges, making it high-risk.

80% of Corbion's total water withdrawal comes from these four sites.

100% of Corbion's operational sites have been assessed for water impacts, risks, and opportunities.



Water

		Unit	2025	2024	2023	2022	2021
Water consumption	Total water consumed	m3	1,120,307	1,019,351	1,104,931	1,133,150	1,905,477
	Water consumed at high-risk manufacturing locations	m3	1,017,180	932,115	963,065	954,806	1,741,351
Water consumption intensity	Total water consumed per net revenue	m3/mEUR	882	765	761	781	1,729
Water recycling	Water recycled and reused	m3	1,113,108	1,366,169	n/a	n/a	n/a
	Water Recycling rate % (percentage of water recycled & reused vs water consumed)	%	99%	148%	n/a	n/a	n/a
Water withdrawal	Ground water	m3	245,212	269,899	467,650	862,981	907,392
	Municipal water	m3	389,650	537,030	1,350,424	1,417,085	1,355,641
	3rd party	m3	983,840	727,008	123,536	0	0
	Surface water	m3	3,171,759	3,350,122	2,718,063	3,015,738	3,051,065
	Others	m3	392,660	391,623	235,952	155,717	142,017
	Total water withdrawal	m3	5,229,525	5,275,682	4,895,625	5,451,521	5,456,115
	Total water withdrawal at high-risk manufacturing locations	m3	4,200,493	4,115,779	3,366,274	3,722,330	3,909,341
Water discharge	Discharged to 3rd party wastewater treatment	m3	3,859,840	3,955,477	3,560,257	4,018,887	3,199,577
	Discharged to surface water	m3	249,379	300,854	230,437	299,484	351,061
	Total water discharged	m3	4,109,218	4,256,331	3,790,694	4,318,371	3,550,638

The KPI's presented in this table are part of our annual report, have been externally verified by our auditor, and are reported in line with the ESRS standards (with water withdrawal, water discharged and water recycling rate % only implicitly as part of the water consumption and or water recycled and reused calculation).

Biodiversity for Corbion's manufacturing sites

No Corbion facilities are in biodiversity-sensitive* areas.

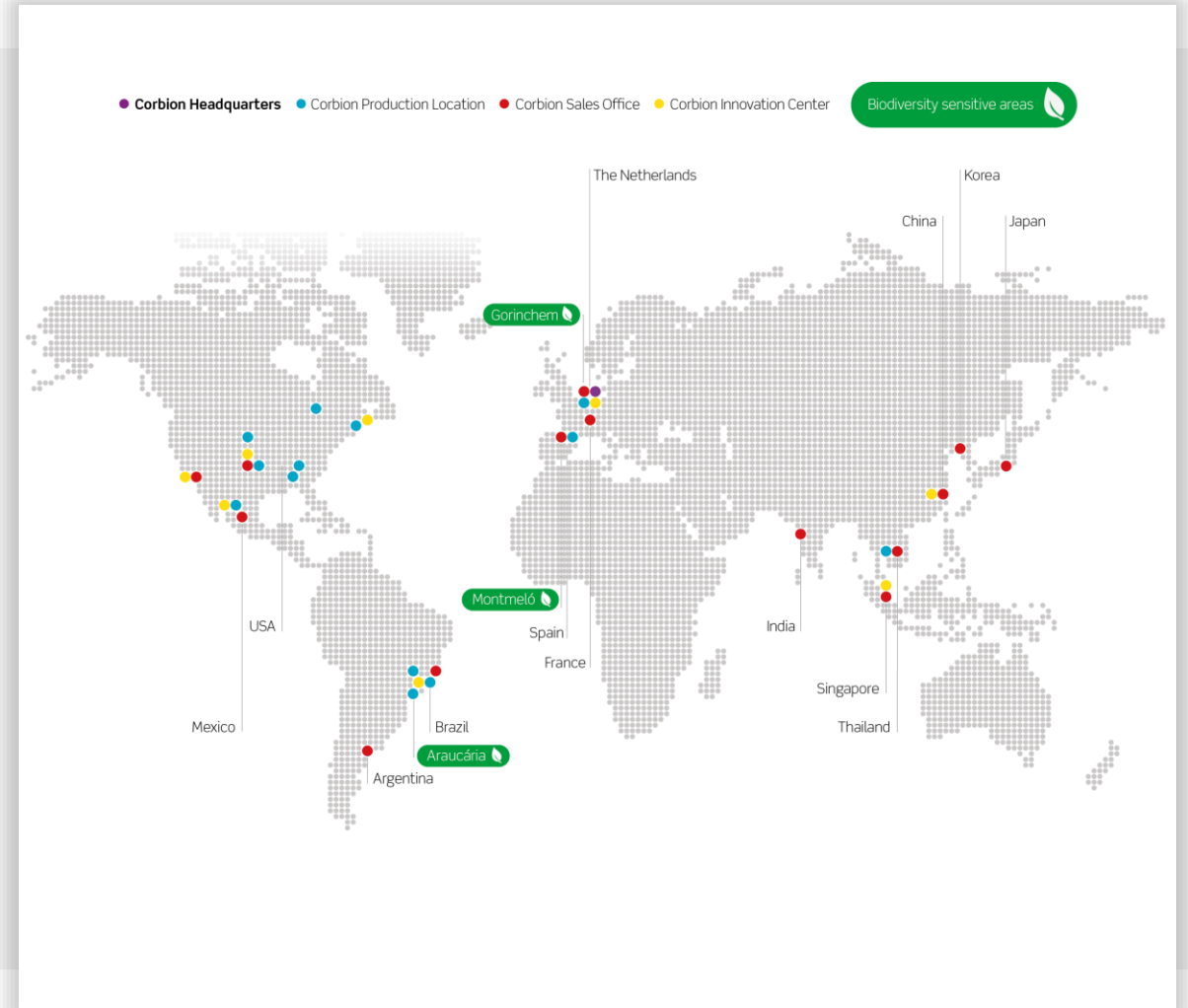
Some sites are near** such areas, but operations do not harm ecosystems or threatened species.

100% of Corbion's operational sites have been assessed for biodiversity impacts and risks.

Location name	Classification
Netherlands - Gorinchem	Proximity risk, IUCN IV, Natura 2000
Brazil - Araucária	Proximity risk, IUCN V
Spain - Montmeló	Proximity risk, IUCN V - River Congost and Mogent (Natura 2000)

* Biodiversity-sensitive areas are defined by the International Union for Conservation of Nature (IUCN), which classifies protected areas into management categories I-VI. Category I includes strict nature reserves, while Category VI encompasses protected areas that allow sustainable natural resource use."

** 'Near' refers to a 5 km radius around a Corbion location.



Biodiversity & deforestation risk monitoring

We track the percentage of key agricultural raw materials (cane sugar, palm oil, soybean oil, wheat, corn-dextrose) that are verified deforestation-free.

21% of key materials come from North America, where deforestation is not a concern.

For sugar, palm oil, and soybean oil outside North America, deforestation-free status is verified via Bonsucro, RSPO, other certifications, satellite data, or audits.

Satellite monitoring assesses deforestation and land conversion across IUCN-protected areas (Categories I-VI), peatlands, high-carbon stocks, grasslands, shrublands, and tree plantations over the past 20 years.

Annual monitoring program in place, with studies conducted for Brazil and Thailand.

	2030 Target	2025 Target	2025	2024	2023	2022	2021
Verified deforestation-free key agricultural raw materials	99%	99%	99%	99%	99%	93%	82%

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Waste & by-products



2030 Goal: Zero landfill of waste & by-products

Category		Unit	2025	2024	2023	2022	2021
Waste (total ¹)	Recycled	kT	63.38	26.96	33.15	31.50	22.52
	Incinerated	kT	2.63	2.94	2.06	1.96	1.64
	Landfilled	kT	0.36	1.81	1.00	0.97	1.84
	Total	kT	66.37	31.71	36.21	34.43	26.00
Waste (non-hazardous)	Recycled	kT	62.76	26.33	32.06	30.44	21.48
	Incinerated	kT	2.16	2.30	1.87	1.83	1.54
	Landfilled	kT	0.31	0.37	0.98	0.96	1.81
	Total	kT	65.23	29.00	34.91	33.23	24.83
Waste (hazardous)	Recycled	kT	0.62	0.63	1.09	1.09	1.04
	Incinerated	kT	0.47	0.64	0.19	0.14	0.10
	Landfilled	kT	0.05	1.44	0.02	0.01	0.03
	Total	kT	1.14	2.71	1.30	1.24	1.17
By-products ²	Recycled	kT	122	126	94	259	436
	Incinerated	kT	0	0	0	0	0
	Landfilled	kT	0	1	6	8	12
	Total	kT	122	127	100	267	448
Percentage of non-recycled waste	Total weight of landfilled and incinerated waste per total weight of waste	%	5%	15%	8%	9%	13%
Waste intensity	Hazardous waste intensity per metric ton of production volume	mT/kT	1.38	3.13	1.67	1.67	1.88

1. Sum of hazardous and non-hazardous waste. Waste means any substance or object arising from our routine operations that we discard or intend to discard or are required to discard.

2. Valuable by-products generated in the production of lactic acid.

Pollution



Goal: Minimize environmental impact by limiting pollutant emissions to safe levels for biodiversity and communities.



We are committed to preventing pollution in our operations by implementing good practices and management systems for pollution control. This includes identifying and assessing relevant pollutants, ensuring that our operations comply with the (local) regulations or standards for emissions of pollutants to air, water and soil.

2022-25 Air Pollution indicators

NOx emissions

2025: MT 91.0
2024: MT 68.4
2023: MT 48.0
2022: MT 44.7

SOx emissions

2025: MT 5.5
2024: MT 2.4
2023: MT 1.3
2022: MT 1.0

Environmental management



We prioritize safety, health, and environmental care for employees and communities, supported by policies, training, and compliance with regulations.



We ensure effective emergency preparedness to reduce risks to people, communities, and the environment.

	Unit	2025	2024	2023
Operational facilities covered by ISO 14001 certification	%	42	36	38
Production quantity covered by ISO 14001 certification	%	87	87	82
Own workforce covered by ISO 14001 certification	%	52	53	50



Social

Health & safety



At Corbion, we are dedicated to a zero-incident workplace, ensuring every task is performed safely and with minimal environmental impact.

We prioritize the safety, health, and well-being of our employees, contractors, and the communities we serve.



Our comprehensive management system includes policies, procedures, training, and feedback mechanisms, ensuring compliance with ISO 45001 and global safety standards.

We are actively working toward certifying all production sites.

2025 Safety Performance

- 20 injuries recorded (employees & contractors), down from 23 in 2024.
- No fatalities (consistent with previous years).
- TRIR (Total Recordable Injury Rate):
 - Overall: Improved, falling from 3.58 in 2024 to 3.17 in 2025, reflecting a reduction in total recordable cases across operations.
 - Own workforce: Also improved, decreasing from 3.58 in 2024 to 3.31 in 2025, driven by fewer recordable injuries.
- In 2025, 100% of employees at operational sites had a health and safety risk assessment conducted.

2025

75%

Percentage of operational facilities covered by ISO 45001 certification

99%

Percentage of production quantity covered by ISO 45001 certification

Total recordable injury rate (own workforce + contractors, per mln hrs)

<1.25

2030 Target

<2.50

2025 Target

3.17

2025

3.58

2024

The total recordable injury rate KPI is part of our annual report, has been externally verified by our auditor, and is reported in line with the ESRS standards.

Health & safety

	Unit	2025	2024	2023	2022	2021
Fatalities own workforce	#	0	0	0	0	0
Fatalities contractors	#	0	0	0	0	0
% of own workforce covered by certified health and safety management system (ISO45001) - Operations	%	96%	96%	96%	-	-
% of own workforce covered by Corbion's health and safety management system	%	100%	100%	100%	100%	100%
Total recordable injuries (own workforce)	#	16	18	23	25	22
Total recordable injury rate (own workforce)	#/mln hrs	3.31	3.58	4.20	4.84	4.77
Total recordable injuries (own workforce + contractors)	#	20	23	27	37	23
Total recordable injury rate (own workforce + contractors)	#/mln hrs	3.17	3.58	2.55	3.40	3.30

The KPIs presented in this table are part of our annual report, have been externally verified by our auditor, and are reported in line with the ESRS standards.

Diversity, equity, and inclusion

Advancing diversity & inclusion



Inclusive hiring

All recruiters complete Diversity & Inclusion Certification, ensuring unbiased job postings and diverse candidate outreach. We track and report on diverse representation in recruitment.



Gender diversity targets

70.4% of our employees are male, reflecting historical trends in the manufacturing industry. However, we are committed to promoting gender diversity and inclusivity across all roles and are working to increase female representation in our operational staff.



Pay equity

Annual gender pay equity reviews focus on management and the Executive Committee. Any disparities are addressed with proactive measures, reviewed and approved by leadership.

Gender	Headcount 2025	% of workforce 2025	Headcount 2024	% of workforce 2024	Headcount 2023	% of workforce 2023
Male	1,718	70.4%	1,712	70.4%	1,958	70.8%
Female	723	29.6%	719	29.6%	807	29.2%
Total employees	2,441	100%	2,431	100%	2,765	100%

2025	# Females	# Males	% Females	% Males
Supervisory Board	3	3	50%	50%
Board of Management	0	2	0%	100%
Executive Committee	1	3	25%	75%
Senior Management	11	19	37%	63%
Total organization	723	1,718	30%	70%

The KPIs presented in this table are part of our annual report, have been externally verified by our auditor, and are reported in line with the ESRS standards.

Own workforce

Country	Headcount 2025	Headcount 2024	Headcount 2023
Brazil	420	421	437
Mexico	84	83	90
Netherlands	662	651	710
Spain	190	187	197
Thailand	282	280	281
United States	694	698	932
Other	109	111	118
Total	2.441	2.431	2.765

Region	Headcount 2025	Headcount 2024	Headcount 2023
Asia	370	370	376
EMEA	862	849	921
Latin America	510	510	532
North America	699	702	936
Total	2.441	2.431	2.765

Turnover rate	Unit	2025	2024	2023
Total employee turnover rate	%	10.0%	16.5%	10.2%
Voluntary turnover rate	%	6.5%	8.6%	5.7%
Total employee turnover in headcount	#	244	412	275
Voluntary turnover rate in headcount	#	158	215	154

Contract type	Unit	Female	Male	Total
Total headcount	#	723	1.718	2.441
Permanent contracts	#	702	1.677	2.379
Temporary contracts	#	21	41	62
Non-guaranteed hours contracts	#	0	0	0

Age category	2025	2024	2023
<30 years old	12%	13%	15%
≥30 years and <50 years old	56%	57%	54%
≥50 years old	31%	30%	31%
Total	100%	100%	100%

Tenure	Years in service	% of all employees 2025	% of all employees 2024	% of all employees 2023
<2 years		17%	20%	25%
≥2 and <5 years		29%	28%	25%
≥5 and <10 years		21%	19%	19%
≥10 years		33%	33%	31%

Commitments and achievements

- 100% of employees have been paid a living wage since 2022, and Corbion remains committed to ensuring all employees continue to earn a living wage.
- 100% of employees have access to social protection.

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Values



Collaboration

We passionately believe that only through collaboration can we be successful. We are energized by our understanding of what happens when people work together to achieve a common goal.



Care

Through our work, we demonstrate our concern for each other, our customers, and the ways our work affects the planet and people everywhere.



Courage

We highly value courage as a driving force of innovation and change. We step out of our comfort zones to bring about a better reality. We stand firm make the right choice, not the easy choice, when we know it's in the best interest of our company, the environment, and all those we serve.



Commitment

We are deeply committed to meeting expectations and delivering on our agreements – with customers, partners, investors, and each other.

The 10 Corbion behaviors



Supply chain: general

Much of our social impact occurs upstream in our supply chain. We prioritize human rights and fair labor across all stages, especially in high-risk sectors and regions.



Supplier Code

Sets clear ethical, social, and environmental expectations for suppliers and their contractors. All raw material suppliers must adhere or demonstrate compliance through equivalent policies.



Assessment

100% of our raw material suppliers are assessed for potential human rights and environmental risks.

Raw materials covered by generic supplier code						
>90%	>90%	100%	100%	100%	99%	100%
2030 Target	2025 Target	2025	2024	2023	2022	2021

High-risk raw material/supplier combinations with mitigation plan						
n/a	n/a	100%	100%	100%	100%	99%
2030 Target	2025 Target	2025	2024	2023	2022	2021

The KPI for raw materials covered by the generic supplier code is part of our annual report, has been externally verified by our auditor, and is reported in line with the ESRS standards.

Supply chain: sugar

Much of our social impact occurs upstream in our supply chain. We prioritize human rights and fair labor across all stages, especially in high-risk sectors and regions.



Supplier Code

Sets clear ethical, social, and environmental expectations for suppliers and their contractors. All raw material suppliers must adhere or demonstrate compliance through equivalent policies.



Assessment

100% of our raw material suppliers are assessed for potential human rights and environmental risks.



Cane Sugar Code

Focuses on sustainable sugar sourcing, addressing child/forced labor, discrimination, wages, working conditions, and ILO standards. Compliance is monitored via audits and certifications. Note that Corbion is not directly involved with the growing, harvesting, or processing of sugar cane. For more details, see our Cane Sugar Policy.



Verified responsibly sourced cane sugar – by quantity

99%	98%	92%	99%	98%	91%	73%
2030 Target	2025 Target	2025	2024	2023	2022	2021

Verified responsibly sourced cane sugar – by number of mills

42%	71%	67%	44%	33%
2025	2024	2023	2022	2021

The KPI for verified responsibly sourced cane sugar (by quantity) is part of our annual report, has been externally verified by our auditor, and is reported in line with the ESRS standards.

Quality



Corbion is committed to developing, manufacturing, and distributing safe, sustainable, and effective products worldwide. Our quality management system, supported by policies, procedures, and training, forms the foundation of our Global Quality Manual. This manual is aligned with ISO 9001 and applied across all Corbion locations and business units.



Our focus on continuous quality improvement and food risk reduction is driven by a process-based approach, including performance evaluations, internal audits, and collaboration with regulatory bodies. We ensure compliance with relevant policies and local regulations, while meeting certifications such as ISO 9001, GFSI, BRC, FSSC22000, and others.



For our Functional Ingredients & Solutions business unit, food safety is a top priority, ensuring production quality, traceability, and proper allergy labeling. All 12 Corbion food ingredient manufacturing sites are GFSI-certified, reinforcing our commitment to food safety.

Commitments and progress

Sites certified according to internationally recognized food safety management system standards

100%

2030 Target

100%

2025 Target

100%

2025

100%

2024

100%

2023

The KPIs presented on this page form part of our sustainability statements in the annual report, are in line with the ESRS standards, and have been externally verified by our auditor.



Governance

Business conduct & training



At Corbion, our Code of Business Conduct defines the values and principles guiding our work, setting the expected behavior for all employees. It applies globally to everyone representing Corbion.



Aligned with the UN Global Compact and OECD Guidelines, the Code covers personal and business conduct, asset protection, employment standards, and sustainability. It is available in six languages and supports key policies on topics like competition law, anti-bribery, anti-retaliation, privacy, economic sanctions, and insider trading.



All employees, including interns and contingent workers, undergo mandatory annual training, delivered via e-learning or classroom sessions. Training materials are updated yearly based on emerging risks and Speak Up report insights. Additionally, selected groups receive e-learning on anti-corruption and competition law every two years.



Performance

Code of Business Conduct training completion rate			Anti-bribery and corruption training completion rate			Competition law training completion rate		
85%	97%	91%	100%	n/a	100%	n/a	100%	n/a
2025	2024	2023	2025	2024	2023	2025	2024	2023

IT Security



An Information Technology General Control (ITGC) framework is in place to ensure effective management of IT governance across projects, programs, computer operations, and access management.

From an IT security perspective, the Information Security Board—comprising representatives from the Executive Committee and senior management—sets Corbion’s IT security roadmap.



Risk-reducing initiatives in the past years included, among others, a company-wide security awareness program, phishing tests, multi-factor authentication, penetration tests, yearly disaster recovery plan testing for selected systems, and implementation of a security policy, and a Security Operating Center.



Corbion continued to strengthen its network segmentation, identify and remove vulnerabilities, and minimize external exposure. In case of data security incidents, the Data Breach Security Committee is notified to ensure proper action and communication with authorities.



Performance

Cybersecurity incidents materially impacting business or operations

0
2025

0
2024

0
2023

Speak Up Policy



Corbion's Speak Up Policy, updated to comply with the EU Whistleblower Directive, provides employees, interns, and contingent workers with various channels to report misconduct or violations of laws, the Code of Business Conduct, and policies. They can contact their manager, HR, or the regional Business Conduct Coordinator.



Our 24/7 Speak Up platform allows internal and external stakeholders to anonymously report directly to the Business Conduct Committee through a toll-free phone number or a global web service, both managed by an independent provider to ensure confidentiality.



An Anti-retaliation Policy is in place.



Performance

Number of speak up/whistleblowing contacts (internal/external)			Number of speak up/whistleblowing contacts related to incidents of discrimination (internal/external)			Number of speak up/whistleblowing contacts other than discrimination (internal/external)		
37	28	27	30/1	25/0	n/a	6/0	3/0	n/a
2025	2024	2023	2025	2024	2023	2025	2024	2023

The KPIs presented on this page form part of our sustainability statements in the annual report, are in line with the ESRS standards, and have been externally verified by our auditor.

Anti-bribery & anti-corruption



As a global listed company, Corbion prioritizes compliance with anti-bribery and anti-corruption laws, overseen by the Executive Committee.

Our policy, outlined in the Gifts, Entertainment, and Third-Party Payments Policy (available in six languages), prohibits offering, authorizing, or accepting bribes and sets guidelines for gifts, entertainment, and third-party payments.



All Corbion employees, agents, and representatives are prohibited from engaging in bribery. Gifts and entertainment must be for legitimate business purposes, of reasonable value, and appropriate timing.

Gifts exceeding a certain threshold require prior manager approval, as do entertainment, travel, and accommodations.



We also have procedures in place to screen agents and distributors through due-diligence questionnaires, assessed by Legal and Compliance, with higher-management approval required for engagement.

Agents and distributors must sign agreements that include Corbion's anti-bribery and anti-corruption clauses.

Visit Corbion's website for all policies and statements



Statements

- Animal testing
- Biobased or renewable feedstock
- Biotechnology innovation
- Green chemistry
- Regulation on Deforestation-free Products (EUDR)
- Modern slavery
- Statement on PFAS

Supplier codes

- Cane Sugar Code
- Supplier Code

Sustainability policies

- Advocacy and public affairs
- Cane sugar
- Circular economy, resource use and waste
- Climate
- Conflict minerals
- Corbion EHS
- Corbion sustainable agriculture
- Global quality
- Human rights
- Inclusion and diversity
- Pollution
- Responsible communication
- Responsible sourcing
- Water

Corporate governance codes and policies

- Code of Business Conduct
- Corbion Tax Policy
- Insider Trading Policy
- Speak Up Platform
- Stakeholder Engagement Policy



Corbion

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