Corporate Social Responsibility Policy

Scope

Name: SE Tylose GmbH & Co. KG
Address: Kasteler Str. 45, 65203 Wiesbaden, Germany.

As one of the world's leading suppliers of cellulose ethers, we are committed to acting responsibly, ethically and sustainably, creating long-term added value for our customers, employees, business partners, neighbours and the general public, whilst making a positive contribution to society and the environment. Sustainable and responsible corporate governance is therefore an integral part of our corporate culture and is embedded in our corporate values.

Our Social Responsibility Policy forms the moral and ethical framework for our decisions and actions. Building on this, we maintain an integrated and documented management system. At all levels of the organisation, alongside the description of our business processes, regulations are established on topics such as social responsibility, quality and safety, environmental and occupational health and safety, compliance and energy efficiency.

These rules are designed to help every employee make the right decisions in their day-to-day work.

SE Tylose GmbH & Co. KG (SE Tylose) supports the United Nations' Sustainable Development Goals (SDGs) and contributes in particular to SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

Our business ethics

SE Tylose combines economic success with social responsibility and environmental stewardship. Our management objectives and programmes promote the conduct of business activities in accordance with ethical standards and legal requirements, as well as a motivating working environment for employees and business partners.

SE Tylose complies with the relevant national and international laws and regulations. With regard to potential conflicts of interest, such as bribery, corruption, fraud and money laundering, we also adhere to the applicable regulations, codes and guidelines of international and national business and trade associations and ensure compliance through an appropriate compliance management system.

To this end, every three years, we conduct training sessions for our staff who are in contact with customers and sales partners on the subject of antitrust and competition law.

A communication channel has been set up for all staff to seek advice and report compliance breaches. The anonymity of those making reports is protected, and no disadvantages will result from making a report. Trained staff address justified complaints and work to resolve any issues that may arise.

Our works councils stand by minorities and vulnerable groups to support them within the company with advice on statutory requirements.

Our representative for employees with severe disabilities supports and advises our employees with severe disabilities and, where necessary, procures assistive devices to make their work easier, according to local guidelines.

We are constantly working to safeguard the health, safety and trust of our customers by further developing our processes for the quality and safety management of our products. We respond promptly to the concerns of our business partners and take appropriate corrective actions, including product recalls, where necessary. Our aim is to have zero recalls in our regulated product portfolio by 2030.

Our commitment to environmental protection

We are committed to continuously reducing our environmental impact, using resources responsibly and aligning our business processes with the principles of environmental sustainability and energy efficiency.

Our certified environmental management system in accordance with DIN EN ISO 14001, together with the efficient use of resources and energy, helps us to drive forward the development of environmentally friendly processes and sustainable products

Our water, waste and air protection management systems comply with current German environmental regulations. In this area in particular, SE Tylose strives to reduce water consumption by implementing water-saving measures that prioritise efficient water use, internal recycling and reuse across all operational areas.

Sustainability is also a key criterion in the selection of our suppliers. For example, SE Tylose sources mainly its pulp from sustainably managed forests. These suppliers are certified to standards such as PEFC, SFI or FSC.

Furthermore, SE Tylose is strengthening its procurement practices through sustainability training for its procurement team. In this context, we aim to ensure that, by the end of 2030, 80% of our procurement team have completed training on sustainable procurement (compared to 64% in 2025).

We have developed a Code of Conduct that sets out the expectations regarding ethical, social and environmental responsibility for all stakeholders throughout the entire value chain. In this context, we aim to ensure that, by the end of 2030, 60% of our active suppliers have signed this external Code of Conduct (compared to 50% in 2025).

Through regular training sessions, our employees are encouraged to consider how they can contribute to protecting the environment in their workplace and through their roles.

We are also a member of the Hessen Environmental Alliance, a voluntary agreement between the business community in Hessen and the Hessian state government to promote climate neutrality and the protection of biodiversity and we support its objectives.

Our certified energy management system in accordance with DIN EN ISO 50001 and the energy optimisation of our processes are continuously being developed across multiple departments of the company.

Since 2024, SE Tylose has also been the initiator and a founding member of the Wiesbaden Industrial Park's Energy Efficiency Network. Here, the industrial park's largest energy consumers identify approaches to reducing GHG emissions in line with legal requirements. As a partner in the Industrial Decarbonisation Cluster, SE Tylose engages in dialogue with

policymakers, industry and research institutes to actively support the climate-friendly transformation of industry.

Climate change is one of the greatest challenges of our time. As part of our corporate responsibility, we record and assess the environmental impact of our products as well as our company's carbon footprint. To this end, we have assessed the environmental impact of our products through a life cycle assessment and published the results in an externally verified Environmental Product Declaration (EPD).

To date, we have carried out life cycle assessments for 100% of our product categories and aim to maintain this level at least until 2030.

Furthermore, we have accounted for, published and had our greenhouse gas emissions verified by independent third parties in accordance with the Greenhouse Gas Protocol for Scopes 1, 2 and 3.

SE Tylose has set itself the target of reducing its CO_2 emissions by 42% in Scopes 1 and 2 and by 25% in Scope 3 by 2030, compared with the base year 2022. The aim is to achieve climate neutrality in Scopes 1 and 2 by 2045 and a 90% reduction in Scope 3 by 2050. These targets are in line with the guidelines of the Science Based Targets initiative (SBTi).

The progress made to date towards achieving these targets is shown below.

	Baseline [t CO_2]	Progress [% reduction]	Target [% reduction]
Year	2022	2024	2030
Scope 1+2	114,380	-36%	-42%
Scope 3	261,405	-23%	-25%

In addition, our company is committed, in accordance with the SBTi, to reducing at least 90% of emissions compared with the base year 2022 before offsetting measures (CO_2 capture from the air with storage, known as direct air carbon dioxide capture and storage DACCS) are implemented.

We underline our commitment by pledging to submit these targets to the SBTi for validation by 2027.

Furthermore, we regularly have the quality of our sustainability activities assessed by EcoVadis. The assessment focuses on twenty-one criteria across the areas of the environment, social and human rights, ethics and sustainable procurement.

Our approach to labour standards

It is important to us that all employees and business partners of SE Tylose are treated fairly and with respect. To this end, we have drawn up a human rights declaration. The 'SE Tylose GmbH & Co. KG Human Rights Policy' sets out the philosophy that underpins our interactions with one another. This is based on the following principles:

- We respect the rights of the individual.
- We prohibit and do not accept child labour or forced labour.
- We respect the privacy of every individual.
- We continuously review and improve occupational health and safety in accordance with ISO 45001.
- We promote a healthy working environment and the well-being of our staff.
- We offer above-average employee benefits.

Our support for the local community

We are also mindful of our responsibility towards community organisations in the vicinity of our Wiesbaden site and take part in events such as 'Wiesbaden engagiert!', 'Rhine Clean Up', 'Girls and Boys Day' and the J.P. Morgan Chase Corporate Challenge, the world's largest corporate run, the proceeds of which go to charity.

In addition, for many years SE Tylose has been supporting a school in Mainz-Amöneburg, which specialises in the intellectual development of its pupils.

We regularly donate to charitable initiatives in and around Wiesbaden, such as the Kolping Family's food bank and the Bärenherz Foundation.

Hiroshi Jomori	Dr Diethart Reichel	Katja Noll
Managing Director	Site Manager	Head of Human Resources

Responsibilities

The management team is responsible for drawing up and maintaining the Corporate Social Responsibility Policy of SE Tylose GmbH & Co. KG.

Policy Review and Revision History

This policy is reviewed annually by the management of SE Tylose GmbH & Co. KG and revised as necessary. If you have any questions, please contact: info@setylose.com.

Date	Description	Version
2020-10-21	Document created	V01
2025-09-01	Addition of new topics: Corporate Carbon Footprint, climate targets and SBTi.	V02
2026-09-14	Addition of further quantitative targets; update of details.	V03