Corporate Social Responsibility Charter

The Compound Company B.V. and its subsidiaries

Version 3, September 2026

Our commitment.

The Compound Company (TCC) develops and produces speciality thermoplastic compounds and adhesive resins for customers across Europe and beyond. We believe that companies with a genuine sustainability focus are the long-term winners in their markets. We acknowledge the impact our activities have on people and on the environment, and we commit to conducting every aspect of our business with honesty, integrity and openness, in a socially and environmentally responsible manner.

This charter summarises the principles that guide our conduct. It is the umbrella statement above our Corporate Policy Statement, our Corporate Social Responsibility Policy, our Code of Business Ethics and our Supplier Code of Conduct, and it is the commitment we share with our customers, suppliers, employees and other stakeholders.

Scope.

This charter applies to all entities and locations of The Compound Company B.V. and its subsidiaries, including EcoForte B.V. (Enschede), Yparex B.V. (Enschede and Geleen) and CMP Cologne GmbH (Cologne). The Compound Company is part of the Industrie Polieco-M.P.B. group.

International frameworks and standards.

Our principles are developed and reviewed by reference to internationally recognised codes and standards:

- The UN Universal Declaration of Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The OECD Guidelines for Multinational Enterprises
- The Rio Declaration on Environment and Development
- The UN Convention against Corruption
- The Ten Principles of the UN Global Compact, which TCC joined as a participant in 2024

Our management systems are certified to ISO 9001:2015 (quality, all operating entities) and ISO 14001:2015 (environment), complemented by ISO 50001 energy management at the Cologne site and ISCC Plus chain-of-custody certification for bio-based and bio-circular feedstocks at Enschede. Our sustainability performance is assessed annually by EcoVadis.

Environment.

We intend to impact the environment as little as possible and to help our customers do the same. In practice this means that we:

- Operate certified environmental management systems and comply with all applicable environmental laws and permits in the Netherlands and Germany
- Work to reduce our energy consumption and greenhouse gas emissions, and source renewable electricity where possible
- Develop products that support the circular economy, including compounds with recycled content and ISCC Plus certified bio-based and bio-circular materials
- Minimise waste and maximise recovery and recycling of our residual streams
- Use water responsibly and monitor our consumption and discharge per site
- Prevent pellet loss to the environment as a signatory of Operation Clean Sweep, and manage substances of concern under strict controls in line with the European REACH Regulation

Labour and human rights.

Satisfied, healthy and well-motivated employees are the backbone of TCC. We commit to the safety, satisfaction and happiness of our employees. In practice this means that we:

- Provide safe and healthy working conditions at all sites, guided by our central safety motto: if you cannot do it safely, do not do it
- Respect freedom of association and the right to collective bargaining, and maintain an active works council and confidential adviser structure
- Do not tolerate child labour, forced labour or human trafficking in any form, in our own operations or in our supply chain
- Treat all employees equally regardless of gender, age, background, religion, orientation or any other personal characteristic
- Pay fair wages: our lowest salary scales are verified against the living wage benchmark for every operating location
- Charge no recruitment fees to candidates and apply equal terms for employees of all national backgrounds
- Invest in the training, development and wellbeing of our people

Ethics and business integrity.

We maintain the highest standards of integrity and we do not promise more than we can reasonably deliver. In practice this means that we:

- Apply zero tolerance to corruption, bribery, fraud and money laundering in any form
- Compete fairly and comply with competition law: no agreements on prices or markets with competitors
- Require employees to avoid and disclose conflicts of interest
- Protect confidential information of our customers, suppliers and employees
- Protect employees who report concerns in good faith: retaliation against whistleblowers is never accepted
- Keep accounting records that accurately reflect the nature of the underlying transactions

Sustainable procurement.

Sustainability implies responsibility across the whole value chain. We expect our suppliers to respect the same principles in the areas of business ethics, human rights, labour standards, safety and the environment. Our Supplier Code of Conduct sets out the minimum standards we require, and supplier qualification and evaluation are integrated in our purchasing process.

Governance, monitoring and review.

The Board of Directors of TCC carries final responsibility for this charter and reviews compliance itself. Day-to-day sustainability management is coordinated by the QESH organisation, which reports directly to the Managing Director. Progress is monitored through measurable annual objectives, the annual management review, the annual EcoVadis assessment and our annual sustainability report. This charter is reviewed at least once a year and updated where needed, and is publicly available to our customers and other stakeholders.

Adopted by the Board of Directors.

Enschede, 16 September 2026

Simon Put

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