

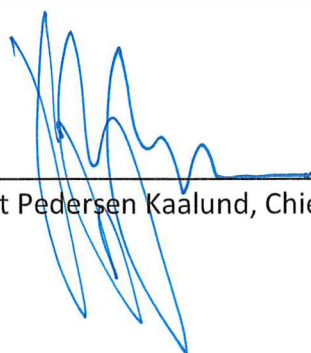


Environmental, Health, Safety and Security Policy

At Albaugh our commitment to the health, safety and security of our employees and the environment is part of our company values. We continuously work to improve our processes to be good stewards to our employees, stakeholders and the communities we serve, focusing on incident prevention and managing chemicals responsibly throughout their life cycles. We use environmental, health safety and security management systems applying Responsible Care® practices for our commitments to:

- Protect the health and safety of our employees, contractors, and stakeholders
- Minimize the use of natural resources and waste generation by continually searching for new efficiencies
- Train, engage and communicate with our employees and contractors on environmental, health, safety and security
- Be transparent with stakeholders on environmental, health, safety and security
- Strive for an injury free workplace by monitoring the effectiveness of our practices and work continually to improve them
- Comply with applicable laws and regulations

Achieving this is done through continuous improvement practices, safety management procedures, goal setting and leadership commitment.



Kurt Pedersen Kaalund, Chief Executive Officer

Dated: August 22, 2023