

DIC Group Biodiversity Policy

Article 1 (Purpose)

At DIC Group (including Sun Chemical Group), we are committed to environmental responsibility and sustainability. We recognize the importance of biodiversity* in maintaining a healthy and balanced ecosystem, and we are dedicated to minimizing our impact on the environment while actively contributing to the conservation and protection of biodiversity. This Biodiversity Policy outlines our commitment to biodiversity conservation, our goals, and the measures we will take to achieve them.

We acknowledge that the responsible management of biodiversity is not only essential for our environment but also for the long-term success of our business. This policy is a testament to our dedication to sustainability, and we will continue to work tirelessly to achieve our goals and contribute to a healthier planet for future generations.

* "Biodiversity", short for biological diversity, means the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems.

Article 2 (Compliance with Regulations)

The DIC Group is dedicated to complying with all relevant national, and international laws and regulations concerning biodiversity conservation, environmental protection, and natural resource management. When there is a conflict between national law and international law, we seek ways to respect internationally recognized rules to the greatest extent possible.

Article 3 (Biodiversity Assessment)

The DIC Group conducts assessments on the impact of our business on biodiversity and works to mitigate negative impacts based on the outcome of these assessments.

Article 4 (Local Care)

We conduct our business while minimizing damage to local habitats and ecosystems.

Article 5 (Sustainable sourcing)

The DIC Group propels to source raw materials, products, and services in a manner that minimizes negative impacts on biodiversity. We use supplier management platforms (e.g. EcoVadis) and questionnaires to assess suppliers and encourage their corporate social responsibility initiatives.

Article 6 (Pollution Prevention)

The DIC Group employs technologies and practices to minimize the release of pollutants, chemicals, and waste materials into the environment, ensuring that our operations do not harm local ecosystems. We improve downstream recyclability by using 5R* and circular economy principles.

* The 5Rs methodology refers to Reuse, Reduce, Renew, Recycle and Redesign, five key-words in favor of improved circular economy and carbon footprint reduction, all included in the DIC Group operational and product creation activities.

Article 7 (Research and Innovation)

The DIC Group contributes to the conservation of natural capital through biodiversity-friendly products and services, including sustainable sourcing of raw materials. We contribute to industry collaborations with the aim of sustainability benefits.

Article 8 (Education and Training)

We provide education and training programs to our employees and contractors to raise awareness about the importance of biodiversity conservation. Our goal is to foster a culture of environmental responsibility within the DIC Group.

Article 9 (Reporting and Transparency)

The DIC Group will maintain transparent communication regarding our biodiversity efforts and performance. We will regularly report on our progress and work with stakeholders.

Article 10 (Continuous Improvement)

The DIC Group will regularly review and update this Biodiversity Policy to reflect emerging best practices and evolving environmental standards. We are committed to the continuous improvement of our efforts to protect and enhance biodiversity.

Article 11 (Community Engagement)

The DIC Group engages with local communities in our biodiversity conservation initiatives. By building strong relationships and understanding local perspectives, we work towards a common goal of protecting our shared environment.

Supplementary Provision:

1. This policy is established as of November 15, 2023.