KENSING™

Annual Sustainability Report 2025

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2025 Highlights

Corporate Recognitions

EcoVadis Platinum
Top 1%

Carbon Disclosure Project
Climate Change and Forests A-

Carbon Disclosure Project
Supplier Engagement Assessment A List

Traceability

100% Kensing plants RSPO certified

ASD Sustainable Palm Index Score: A

72% of soy-derived volumes from RTRS members

Nature & climate

SBTI targets for Scope 1 and 2
100% renewable energy sourcing

ISO 14001 and Responsible Care certification for U.S. facilities

People

100% of sites completed a Sedex Members Ethical Trade Audit (SMETA)

100% employees earn a living wage – U.S. certified

Message from our COO

2025 was a year of strong growth and meaningful progress for Kensing. **As demand for our plant-based ingredients increased, we continued to show that sustainability can strengthen both operational performance and customer value.**

In 2025, we accelerated progress across our sustainability agenda - **expanding renewable electricity, reducing emissions intensity, strengthening safety performance, and increasing transparency across priority supply chains**. We also embedded sustainability more deeply at the product level by **broadening product carbon footprint coverage and advancing lower-impact innovation**. A particularly important milestone was our announced partnership with AmphiStar, which extends Kensing's upcycling capabilities into surfactants and supports the development of next-generation, lower-impact solutions.

This momentum was recognized with Kensing's first EcoVadis Platinum medal, placing us among the top 1% of companies assessed worldwide, alongside strong CDP results. These achievements reflect the commitment of our teams and partners to turning sustainability ambition into measurable progress.

This progress also clarified where we must go next. In 2026, our focus is on disciplined execution: accelerating operational decarbonization, improving supplier traceability and engagement, and scaling upcycled and lower-carbon solutions.

By connecting sustainability more closely with efficiency, innovation, and customer needs, we aim to strengthen Kensing's resilience and create long-term value for our employees, customers, partners, and communities.

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WESLEY HASSEN
Chief Operations Officer

Kensing at a Glance

Our mission is to maximize the full potential of nature to advance global wellness.

We specialize in upcycling at scale, transforming renewable plant-based materials into high-purity ingredients through responsible sourcing, clean chemistry, and industrial innovation. From raw material to final application, we are committed to maximizing resource value, minimizing environmental impact, and delivering uncompromising performance for today's leading brands and tomorrow's generations.

Our legacy is rooted in 75+ years of industry-leading innovation. Kensing became an independent, privately held company in 2021.

Our products are used in personal care, food, and healthcare applications and include high-quality, natural sulfates, specialty esters, plant-based vitamin E, and phytosterols.

We enable our customers to do more with less, at scale.

395 employees globally (FTEs)

3 countries with direct operations

5 production facilities

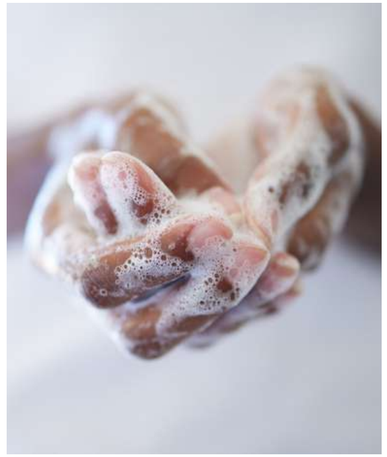
Our Products

High-purity natural Vitamin E

One of the world's largest producers of natural vitamin E

Phytosterols & Phytosterol Esters

Naturally sourced, 98% pure sterols for food and pharmaceutical applications, steroids, and cholesterol reduction



Anionic & Amphoteric Surfactants

High-purity SLES with ReNu technology and high-purity Betaines

High-purity Specialty Esters

Leading manufacturer of specialty esters for laboratory diagnostics

Biosurfactants

In 2025, we expanded into biosurfactants made from 100% upcycled feedstocks for personal and home care.

Value Chain Overview

Upcycling of side streams into high-purity funtional ingredients

Phytosterols
Phytosterols Esters
Vitamin E

Biosurfactants

Agriculture production
Plant-based raw materials

Vegetable Oils Processing
Crude oils refined for use

Oleochemical derivatives
Refined oils processed into funtional ingredients

Sulfates
Betaines
Specialty Esters

FOOD & NUTRITION

PET FOOD

PERSONAL CARE

HOME CARE AND I&I

PHARMA & DIAGNOSTICS

AGROCHEMICALS

Our Sustainability Journey

Our Sustainability Vision

At Kensing, we aim to build cross value-chain partnerships delivering resource-efficient solutions at scale.

More than 100 billion tons of materials are used each year, yet only 6.9% is cycled back*

This widening circularity gap underscores the urgent need for scalable, resource-efficient chemistry.

*Circle Economy. The Circularity Gap Report 2023. Circle Economy Foundation

Sustainability Governance

Sustainability is embedded into our corporate governance structure and strategic decision-making. The Board of Directors oversees and incentivizes the Kensing Executive Team (KET), ensuring accountability on key ESG topics.

Sustainability and environmental, health, and safety (EHS) performance are directly overseen by our ESG and H&S Director, who reports to the KET and ensures alignment with business objectives. The Head of Sustainability leads the execution of our strategy, working cross-functionally to integrate sustainability into operations, product innovation, and supply chain engagement.

Incentivizing sustainability performance

To reinforce accountability, 10% of the annual bonus for executives and key positions is linked to ESG performance. Targets include progress on:

- CO_2 emissions reduction and product carbon footprint strategy
- Sustainable sourcing and traceability of key commodities
- Customer sustainability engagement
- Performance on water management as measured by CDP
- Safety

This governance and incentive framework ensures ESG is not only part of how we operate - but how we lead.

Double Materiality Assessment

The process

In 2025, Kensing conducted a Double Materiality Assessment (DMA) aligned with the European Sustainability Reporting Standards (ESRS) developed by EFRAG, as well as the GRI topic catalogue.

We assessed 14 sustainability matters most relevant to our operations, value chain, and industry context. These topics were selected from the ESRS and GRI frameworks and evaluated using the double materiality principle, which considers:

- Impact materiality: how Kensing's activities affect people and the environment
- Financial materiality: how sustainability-related risks and opportunities may affect our business model, access to resources, cost structure, or ability to deliver on long-term strategic goals

Each matter was scored based on the magnitude and likelihood of both types of materiality, using structured criteria aligned with ESRS guidance. The resulting matrix organizes these topics across four quadrants, reflecting their relative importance to stakeholders and enterprise value.
This assessment was informed by desktop research, internal expertise, and targeted stakeholder dialogue, which is described on the following page.

The DMA will be reviewed periodically and updated when material changes occur.

Stakeholder Engagement at Kensing

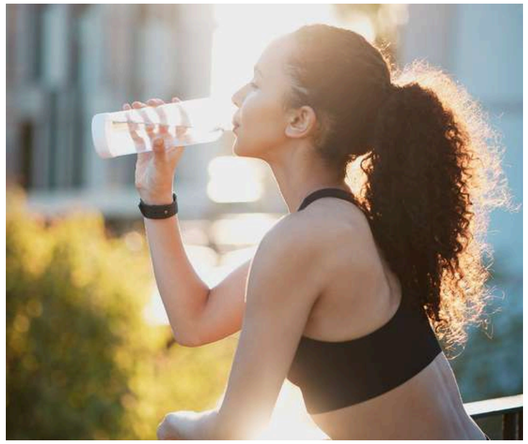
At Kensing, stakeholder engagement is a continuous and proactive process. We maintain regular dialogue throughout the year to align expectations, anticipate emerging risks and opportunities, and co-develop solutions. Engagement takes place across multiple channels and is integrated into day-to-day business operations.

Stakeholder Group	Objective	Engagement
Customers	Co-create sustainable solutions and gather insights on product performance and needs.	Ongoing commercial team dialogue, surveys, ad-hoc meetings
Employees & contractors	Support well-being, safety, and growth through structured feedback and engagement.	Internal surveys, safety talks, HR sessions, training
Suppliers & certification bodies	Align sourcing and sustainability standards; ensure compliance and build resilience.	Audits, one-on-one meetings, onboarding assessments
Local communities	Ensure respect for local communities in the areas we and our suppliers operate	Direct dialogue, dialogue with local authorities
Investors & lenders	Ensure ESG transparency and incorporate investor expectations in long-term strategy.	Investor dialogue, questionnaires
Environment & climate experts	Ensure nature stewardship	NGO engagement, measuring and monitoring
Government & regulators	Ensure compliance and contribute to effective regulation and standards.	Policy dialogue, trade association input, formal responses
R&D and academic partners	Innovate for sustainability	Research collaboration, knowledge sharing

Our Commitments

Valuing nature

We reduce our footprint through decarbonization, renewable energy, water stewardship, waste reduction, and energy efficiency, helping protect natural resources while strengthening operational resilience.



People well-being

We keep people safe, support fair work, and operate responsibly. Our focus is a strong safety culture, living wages, and compliance that protects employees, contractors, communities, and the environment.

Misison-driven solutions

We partner across the value chain to deliver safe, trusted, and efficient solutions at scale, helping customers reduce impact while maintaining performance.

Wellness at the source

We strengthen transparency across priority plant-based supply chains through traceability, deforestation- and conversion-free (DCF) sourcing, and supplier engagement on human rights and customer and regulatory expectations.

Our main targets

By implementing this time-bound action plan and holding ourselves accountable, Kensing strives to ensure accountability for its most material impacts. The figures below are for the entirety of the Kensing Group locations. Other sustainability targets are all available throughout the report.

Valuing nature

2030 ambition	2026 target	2025 performance
• Emissions reduction in line with Paris Agreement across all scopes • 99% production waste diverted from landfill • 20% freshwater withdrawal intensity reduction at priority sites	• < 45.7 $ktCO_2e$ Scope 1 & 2 market-based; • Scope 3 target validated by SBTI; • 99% Production waste diverted • Water Policy implemented at priority sites	• 43.5 $ktCO_2e$ Scope 1 & 2 market-based; • 99% production waste diverted from landfill

People well-being

2030 ambition	2026 target	2025 performance
• Safe, engaging workplace globally • 100% employees paid a living wage globally	• Employee engagement score >60% • 0 fatalities and life-altering injuries • 100% of global employees living wage certified	• 63% global engagement score • 0 fatalities and life-altering injuries; • U.S. living wage certified

Mission-driven solutions

2030 ambition	2026 target	2025 performance
• Scale low-impact, mission-driven solutions across key product families	• 100% of products have a PCF • Biosurfactant scale-up	• 95% product PCF coverage; • Regenys and Revolis launch in North America

Wellness at the source

2030 ambition	2026 target	2025 performance
• 100% traceability and responsible sourcing for priority plant-based raw materials	• Palm TTP 90%; TTM 99%; • >60% supplier spend engaged; • 100% sustainability assessment coverage for raw materials	• Palm TTP 84%; TTM 98% • Supplier engagement baseline established • Priority raw materials analyzed.

Valuing
Nature

Climate Change & Energy

Kensing is committed to reducing greenhouse gas (GHG) emissions in our operations and supply chain, including emissions from land use change. Our approved science-based target is aligned with a 1.5° degree Celsius pathway and the Paris Agreement.

2025 Progress

100%
Renewable energy through RECs and local installations

13%
Reduction in Scope 1&2 emissions intensity

Our Goal

By 2030, reduce absolute Scope 1&2 emissions by 42% vs. 2022
Set a Scope 3 emissions reduction target by 2026
Maintain 100% renewable electricity sourcing and increase high-quality, locally matched renewable supply

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Approach and policy

Kensing is committed to a science-based GHG reduction target aligned with a 1.5°C pathway, approved by the SBTi. Our commitments drive operational decarbonization by integrating energy efficiency upgrades, Scope 3 supplier engagement, and a transition to 100% renewable electricity by 2030, with the aim of phasing out all spending on non-renewable fossil fuel activities. We prioritize on-site renewables with solar installations, and purchase certified RECs to match remaining grid electricity consumption.. The policy is overseen by the KET and reviewed annually to ensure alignment with evolving best practices

Supplier engagement and risk assessment

We survey our direct suppliers, which includes information about their climate risk and transition plans. Priority levers within our palm and soy supply chain to reach climate targets focus on the sourcing of certified sustainable palm and soy products, which will yield reductions in GHG emissions related to land use change or induced land use change. We will continue to improve collaboration and transparency on climate action in our supply chain, including by increasing the availability of sustainability data and partnering with suppliers and customers to reduce value chain emissions.

Reporting and recognition

Kensing reports on annual GHG emissions (Scope 1, 2, 3) and gets them audited every year. In 2025, we were awarded a CDP A- rating for climate action and recognized in the A List for Supplier Engagement. We have also calculated Product Carbon Footprint assessments for 100% of our palm-based products and and a majority of our soy-based products.

Our Performance

Reporting Year	FY 2023	FY 2024	FY 2025	Change vs 2024	Assurance Status
GHG Scope	tCO_2e	tCO_2e	tCO_2e	%	Yes/No
1	37,411	37,291	42,123	13%	Yes
2	4,921	1,562	1,390	-11%	Yes
3	184,835	166,059	370,031	123%	Yes
Total	227,167	204,912	413,545	102%	Yes

Reporting improvements in 2025 and Scope 3 emissions factor changes

In 2025, we transitioned to a new external carbon-accounting platform, improving the quality and granularity of our GHG inventory and providing access to a broader range of updated emission-factor databases, including Ecoinvent. We also appointed a new independent verifier to strengthen technical scrutiny, data validation and alignment with the GHG Protocol and ISO 14064-3. As a result, **97% of Scope 3 emissions are now calculated using activity-based data.** These methodological and coverage improvements partly explain the increase in reported Scope 3 emissions, alongside significantly higher production volumes and the timing of raw-material purchases and inventory movements. In 2025 we were able to calculate **FLAG (Forest, Land and Agriculture) emissions** for the first time. FLAG emissions represent 27% of the GHG inventory (118 457 tCO2e), all of which fall in Scope 3 Category 1 (Purchased Goods and Services).

Reducing operational emissions

To reduce manufacturing-related emissions, we broadened our portfolio of energy efficiency initiatives in 2025, including advanced leak detection systems and regenerative technologies.

In Spain, a portion of our operations is **powered by on-site solar**, while certified Renewable Energy Certificates (RECs) are used to match the remainder of our global electricity consumption.

Thanks to these improvements, we were able to **decrease Scope 1&2 emissions intensity by 13%** versus the prior year, albeit our absolute Scope 1&2 emissions increased in absolute numbers.

Progress against SBTi Targets

Kensing has committed to reducing absolute Scope 1 and 2 market-based emissions by 42% by 2030 from a 2022 baseline of 57.8 $ktCO_2e$, corresponding to a target of approximately 33.5 $ktCO_2e$. In 2025, market-based Scope 1 and 2 emissions were 43.5 $ktCO_2e$, approximately 25% below the baseline and representing **60% of the progress required to achieve the 2030 target**. Although emissions increased compared with 2024, primarily due to significantly higher production, Kensing remains committed to operational efficiency, renewable electricity sourcing and site-level decarbonization projects. In 2026, we also **plan to submit Scope 3 emissions-reduction targets** for validation, extending our climate ambition across the value chain**.**

Circularity & Water

Kensing is dedicated to minimizing our environmental footprint by focusing on water conservation, waste reduction, and renewable materials in our own operations and supply chain. By 2030, Kensing aims to reduce water intensity by 20% across priority sites and divert 99% of global production waste.

2025 Progress

99%

Production waste is diverted from landfill, treatment or incineration

2%

Reduction in freshwater withdrawal vs. 2024

Our Goal

Reduce freshwater withdrawal intensity at priority sites by 20% by 2030
Maintain 99% of global production waste diversion by 2030

Advancing Circularity through Upcycling and Renewable Inputs

Circularity is embedded in our product design and innovation strategy. In our Vitamin E and related portfolios, we upcycle natural co-products and by-products transforming them into high-value, bio-based ingredients rather than allowing them to go to waste.

Our Research & Innovation team is focused on valorizing nature by leveraging renewable, non-virgin raw materials and optimizing processes to minimize material loss. Across all new developments, we prioritize upcycled, renewable feedstocks and design for end-of-life recovery, aligning with principles of green chemistry and circular economy.

Waste Management

Kensing is committed to minimizing operational manufacturing waste through material reuse, recovery, and repurposing, as well as optimizing processes to reduce material consumption. In 2025, we reused or recycled **99%** of such waste across our operations, with 1,013 Tonnes destined for landfill, treatment, or incineration. Waste reduction efforts include the recovery and reuse of solvents and the selling of certain waste byproducts into the biofuels market.

Water Management

We have installed closed-loop water towers to conserve and recycle water, and we conduct water stress assessments to identify and mitigate risks across our operations, including our palm supply chain. Wastewater is treated and monitored to reduce pollutants and ensure regulatory compliance. These efforts have yielded significant results, with a **2%** year-over-year decrease in freshwater withdrawals. These actions have enhanced our understanding o to optimize water usage at the plant. This year we also published a dedicated water policy and water targets to 2030. Water figures are disclosed on page 38.

Pollution

Kensing is dedicated to protecting air quality by reducing emissions across our operations. We focus on volatile organic compounds (VOCs), odors, and other process-related emissions through prevention, capture, and substitution strategies. in 2025 we have implemented advanced emissions controls at all manufacturing sites ensuring full compliance with air permits and global standards.

2025 Progress

RESPONSIBLE CARE™
Driving Safety & Sustainability

RC certification of all U.S. operations

0 **Environmental compliance violations related to air emissions across all sites**

Our Goal

Continue reducing air emissions and odor impact through emissions control systems, process upgrades, and environmental compliance at 100% of sites by 2030

Reducing air pollution through technology & monitoring

Kensing employs a range of emission reduction technologies, including closed-loop vent capture systems, activated carbon filtration, and thermal oxidation where applicable. We continuously upgrade emission controls at all sites to minimize VOCs and odor releases, while enhancing employee and community health safeguards.

All sites operate under site-specific air permits, and emissions are routinely monitored to ensure compliance with local and international environmental regulations. We also invest in preventive maintenance and leak detection programs that improve system efficiency and reduce fugitive emissions.

Community impact mitigation

To further protect local air quality, Kensing implemented enhanced odor management practices at sites with esters and surfactant operations. These include process enclosure, scrubber system upgrades, and community feedback channels to proactively identify and resolve odor concerns.

Biodiversity

Kensing is committed to reducing the impact on biodiversity of our operations and supply chain. Specifically, we seek to help promote conservation of important vegetation in priority landscapes and support restoration and/or compensation in response to losses or degradation of biodiversity.

2025 Progress

100%

Operational sites have been assessed for biodiversity risk

100%

Tier 1 and 2 palm suppliers have been assessed for biodiversity risk

Our Goal

Annual biodiversity risk assessments of 100% of Tier 1 and Tier 2 suppliers of at-risk commodities and own operations
Advance TNFD-aligned assessment and disclosure readiness in 2026

Protecting biodiversity in our supply chain and operations

Kensing is committed to safeguarding biodiversity across our operations and supply chains. In 2023, we conducted our first biodiversity risk assessment using the WWF Landscape Risk Filter, focusing on regions linked to ecosystem vulnerability. This assessment was expanded in 2024 to include our Tier 2 palm-based supply chain, with annual reassessment in 2025 and planned yearly. These assessments help us identify biodiversity impacts and dependencies, prioritize areas of highest risk, and guide mitigation strategies.

As part of our commitment to No Deforestation, No Peat, and No Exploitation (NDPE), we work to eliminate land-use change impacts from our sourcing practices. We aim to prevent the conversion of high conservation value (HCV) and high carbon stock (HCS) areas and integrate NDPE principles into all relevant sourcing categories.

To strengthen transparency, we are aligning our biodiversity approach with the Taskforce on Nature-related Financial Disclosures (TNFD) and the LEAP framework, with the goal of publishing a full disclosure of risks and dependencies by 2026.

Support for Landscape-Level Restoration

Beginning in 2024, Kensing made a funding commitment to the ASD Impact Fund, which supports landscape and jurisdictional restoration initiatives in key sourcing regions. This includes the **Project Kaleka Mosaik Initiative in Kalimantan, Indonesia** - an ambitious landscape restoration effort aimed at regenerating degraded ecosystems, restoring peatlands, and driving inclusive economic growth among smallholder farmers in palm-producing communities.

This landscape-based engagement allows us to go beyond our supply chain to support ecosystem resilience, carbon sinks, and nature-positive outcomes in high-risk sourcing areas.

People
Well-being

Employee Well-being and Engagement

Kensing is committed to fostering a safe, inclusive, and empowering workplace across all locations. Our people strategy prioritizes physical and mental health, fair compensation, career development, and a culture of respect and engagement. We align our practices with international human rights frameworks and local labor regulations, ensuring a workplace where every employee can thrive.

2024 Progress

63%
Employee engagement score in 2025

100%
Kensing employees earn a living wage globally

Our Goal

0 life-altering injuries
Global living wage certification for all locations by 2026
100% of near-misses followed by corrective actions

Health and Safety: Our Priority

Employee safety and well-being remain our number one priority. We protect our teams through structured safety programs, preventive maintenance, emergency preparedness, and continuous training. In 2025, we strengthened site-level H&S programs and maintained our Responsible Care certification, which includes health and safety audits. Across all sites, safety training, drills, and near-miss reporting are embedded in routine operations. These efforts helped reduce our Lost Time Injury Rate from 0.79 to 0.54. At the same time, near-miss reporting more than doubled from 71 to 157, supported by an awareness campaign highlighting their importance as a key tool for prevention. Importantly, 100% of reported near misses were followed by corrective actions, reinforcing our proactive approach to preventing incidents before they occur.

Safety in figures

Metric	2024	2025
% of employees who received safety training	98%	97%
LTIFR	0.79	0.54
Near misses recorded	71	157
Of which followed by corrective actions	100%	100%
Long-term injuries and/ or fatalities	0	0

Fair compensation & living wage

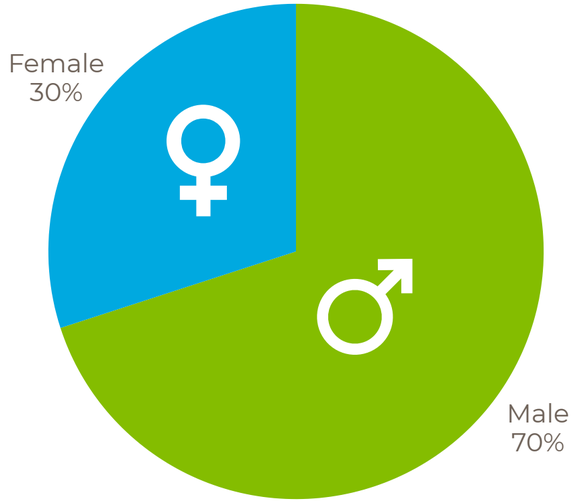
Since 2023 we have conducted a third-party living wage assessment for our U.S. operations (with Living Wage for U.S., INC), confirming that **100%** of USA employees earn at or above the living wage threshold. We dedicated 2025 to implementing global gap analysis and corrective plans to be ready for certification globally by 2026. We also offer a competitive benefits package tailored to local contexts.

Fostering engagement and career growth

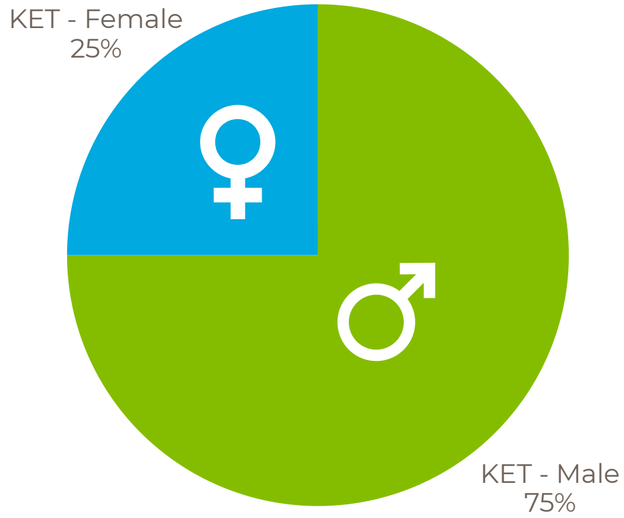
Kensing's management and professional roles have access to training via our Learning Management System (LMS), covering topics such as ethics, compliance, sustainability, and personal development. Globally, annual performance reviews are tied to career development conversations, and we are strengthening our feedback and engagement channels through regular employee surveys. Our goal is for **100%** all eligible employees to receive an annual performance review aligned with their career plan; we achieved this in 2025.

In 2025, our people engagement score was **63%** with an **82%** participation rate, indicating a solid level of employee engagement at Kensing.

Gender balance at Kensing - workforce



Gender balance at Kensing - Kensing Executive Team (KET)



Promoting inclusion

Kensing is committed to fostering an inclusive workplace where all individuals are treated with dignity and respect. We prohibit discrimination based on race, color, gender, gender identity or expression, sexual orientation, age, religion, national origin, disability, marital status, or any other protected characteristic. Since 2024, we expanded mandatory anti-harassment and respectful workplace training across all sites to reinforce a culture of fairness, safety, and accountability. We continue to strengthen awareness and practices that promote diversity and equal opportunity across our global workforce, and ensure **100%** of Kensing's management and professional roles to receive unconscious bias training.

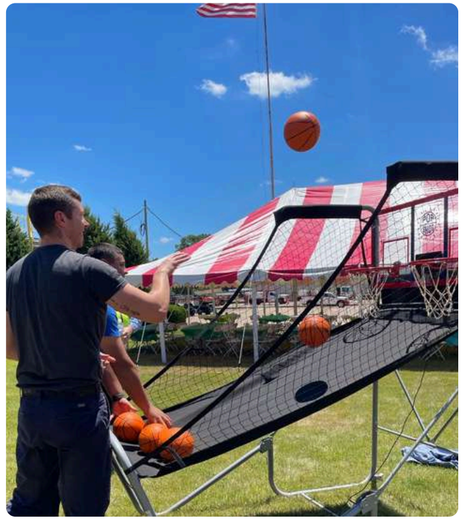
Social dialogue

Kensing is firmly committed to fostering respectful and constructive social dialogue across all our operations. Globally, **41%** of our employees are covered by a collective bargaining agreement. Across all of our facilities we adhere to national and local collective bargaining frameworks, ensuring fair and transparent labor practices that support worker rights and well-being in alignment with regional standards.

Recognition & appreciation

At Kensing, employee recognition is central to our culture of wellbeing and engagement. In 2025, we celebrated our people through both global and local initiatives. Globally, we continued the Bravo Awards, Market Activation Awards, Value of the Month program, Employee Appreciation Day, and the Global Step Challenge.

In the U.S., employees were recognized through Star of the Month, Employee and Group of the Year, and a range of team events, including potlucks, Safety Days, holiday celebrations, and charity raffles. In 2025 we started formalizing local appreciation practices in Spain too and launched a global calendar to align and elevate recognition efforts across all sites.



Community Giving and Volunteering

In 2025, Kensing employees supported the communities where we operate through local volunteering, fundraising, donation drives, and employee-led giving initiatives. At our Kankakee site, activities included Halloween “Trick or Treat” events for local children, charity raffles, basket fundraisers, and community donation programs. These initiatives strengthened local relationships, encouraged employee engagement, and reflected our commitment to contributing beyond our operations.

Looking ahead, Kensing also aims to support **sustainability education and research** by participating in the Future17 SDG Challenge, a global initiative co-founded by QS and the University of Exeter. The program connects students, universities, and organizations to work on real-world projects linked to the 17 United Nations Sustainable Development Goals, helping students develop practical sustainability skills while supporting organizations in addressing sustainability challenges.

Human Rights

Kensing is committed to protecting the human rights of workers, indigenous people and local communities in our supply chains as detailed in our Sustainable Procurement Policy and Forest Policy and in line with international human rights principles and local applicable laws.

2025 Progress

98%

Direct palm suppliers have human rights commitments in their NDPE policy.

100%

Of operating sites and priority raw materials supplier groups were screened for human-rights risk

Our Goal

By 2030, 100% of direct palm derivatives suppliers have human rights commitments in their NDPE policy

Kensing's Human Rights Policy affirms our commitment to respecting and protecting the rights of all individuals across our operations and value chain. The policy is grounded in five internationally recognized standards: the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO Fundamental Conventions, the UN Declaration on the Rights of Indigenous Peoples, and the International Bill of Human Rights, while it also aims to address national and international laws and regulations. Oversight rests with our Board and Executive Team, with implementation led by Sustainability and Procurement. The policy applies globally to employees, contractors, suppliers, and business partners.

Human rights risk assessments

Kensing conducts risk assessments for our own operations to identify existing and potential human rights risks in compliance with our policies. In 2025, **100%** of sites conducted external SMETA/SEDEX Ethical Trade Audits with no material non- compliances found. For Tier 1 palm oil derivative suppliers and their suppliers (tier 2), we have conducted a mapping of potentially impacted human rights based on country-level ratification of international human rights instruments and worker scores, using the WWF Risk Filter Labor and Human Rights indicator. In 2025 we extended this work to soy derivatives raw material suppliers. This provides an overview of labor and human rights risk in our direct supply chain and offers a foundation for further risk assessment of our direct and indirect suppliers in future years.

Mitigation and prevention

Kensing delivers annually a refresher on human rights and labor rights to U.S.-based employees via our learning management system (LMS). We aim to keep **100%** of our procurement team current on human-rights training, and we achieved this target in 2025.

Mission-driven
Solutions

Sustainable Innovation

At Kensing, sustainable innovation means creating high-performance ingredients while using nature's resources more efficiently. By prioritizing upcycled inputs, circular processes, and lower-impact technologies, we help customers reduce their footprint without compromising product performance.

Our Goal

100% Portfolio PCF by 2026
Mission-driven solutions in 100% of products families by 2030

2025 Progress

>95%
of products have a PCF

Strategic partnership
with AmphiStar to scale upcycled biosurfactants

Innovation for safety and sustainability

Our Research & Innovation team develops advanced formulations across our Vitamin E, Esters, and Surfactants portfolios, with a growing share based on upcycled, non-toxic, and biodegradable materials. On average, around a third of our R&D investment supports sustainability-driven product development. We continue to prioritize safer alternatives and improved performance across all sectors we serve.

Strategic Partnership with Amphistar

In 2025, Kensing advanced its partnership with AmphiStar to accelerate the development of next-generation biosurfactants made from upcycled feedstocks. The collaboration combines AmphiStar's fermentation platform with Kensing's ingredient expertise, industrial capabilities, and access to renewable side streams, with the goal of creating high-performance alternatives to conventional surfactants with a lower environmental footprint.

Upcycled inputs as a driver of sustainable innovation

Our innovation strategy is rooted in maximizing the value of renewable resources. By transforming co-products and side streams into valuable ingredients, we reduce waste, improve resource efficiency, and help customers access lower-impact solutions without compromising performance. This is central to Kensing's vision of making circular, bio-based chemistry scalable and commercially relevant.

Product Stewardship

At Kensing, product innovation goes hand-in-hand with our commitment to safety, quality, and regulatory excellence. From concept to commercialization, we embed safety science, compliance, and customer insight into every stage of product development, with customer satisfaction our top priority - underscored by high NPS of 55 (see glossary). Our stewardship ensures ingredients meet the highest standards while anticipating the needs of a safer, more sustainable future.

2025 Progress

100%

Customer quality complaints reviewed and adressed through corrective actions

>99.2%

Right-First-Time Globally

Our Goal

Maintain Customer Net Promoter Score > 60%
and >99% Right First time rate

Ensuring product safety & compliance

All Kensing products are developed in accordance with applicable regulatory frameworks and standards relevant to the end industry, such as FSSC or EFCI. Every formulation undergoes safety screening, hazard classification, and internal approval before release. We provide comprehensive Safety Data Sheets and product documentation to ensure safe handling, labeling, and use.

Quality systems & continuous improvement

Our manufacturing sites operate under ISO 9001 guidance and follow Good Manufacturing Practices (GMP). We apply strict batch traceability, internal quality audits, and complaint monitoring systems. In 2025, we maintained a very high Right-First-Time production rate of above **99%** globally and resolved customer quality concerns rapidly.

End of life product stewardship

Kensing advances product stewardship by collaborating with external partners to improve end-of-life management of specialty chemicals. We provide SDS and product labels with clear instructions on safe use, disposal, and biodegradability, supporting recovery and recycling to promote circular flows. To reduce packaging impacts, we run take-back programs for used containers, including durable metal boxes, which are cleaned, reused, or recycled.

Business Ethics

Kensing is committed to conducting business with the highest standards of integrity, transparency, and accountability. Our ethical culture is embedded in our Code of Conduct and reinforced through ongoing training, policies, and internal controls. We reject all forms of bribery, corruption, fraud, and conflicts of interest, and we expect the same high standards from all employees, suppliers, and partners.

2025 Progress

100%
Of employees acknowledged the Code of Conduct, including its anti-corruption requirements

100%
Employees trained on data privacy and cybersecurity

Our Goal

0 cases of corruption or bribery across all operations
100% ethics training completion for employees

Promoting ethical business conduct

Our Code of Conduct which includes our Anti-Corruption Policy outlines clear expectations for lawful and ethical behavior across all roles and geographies. These include guidance on gifts and hospitality, political donations, facilitation payments, and interactions with public officials. All employees are required to acknowledge the Code of Conduct through a binding signature and comply with these standards.

Training

We conduct mandatory annual ethics and anti-bribery training for our headquarters and U.S. teams., with tailored content for high-risk functions such as procurement and commercial teams. Starting 2026 such in-depth training will be extended globally. All team members are required to refresh their knowledge of the Code of Conduct annually and ad-hoc reminders on specific topic are sent throughout the year.

Data privacy & information security

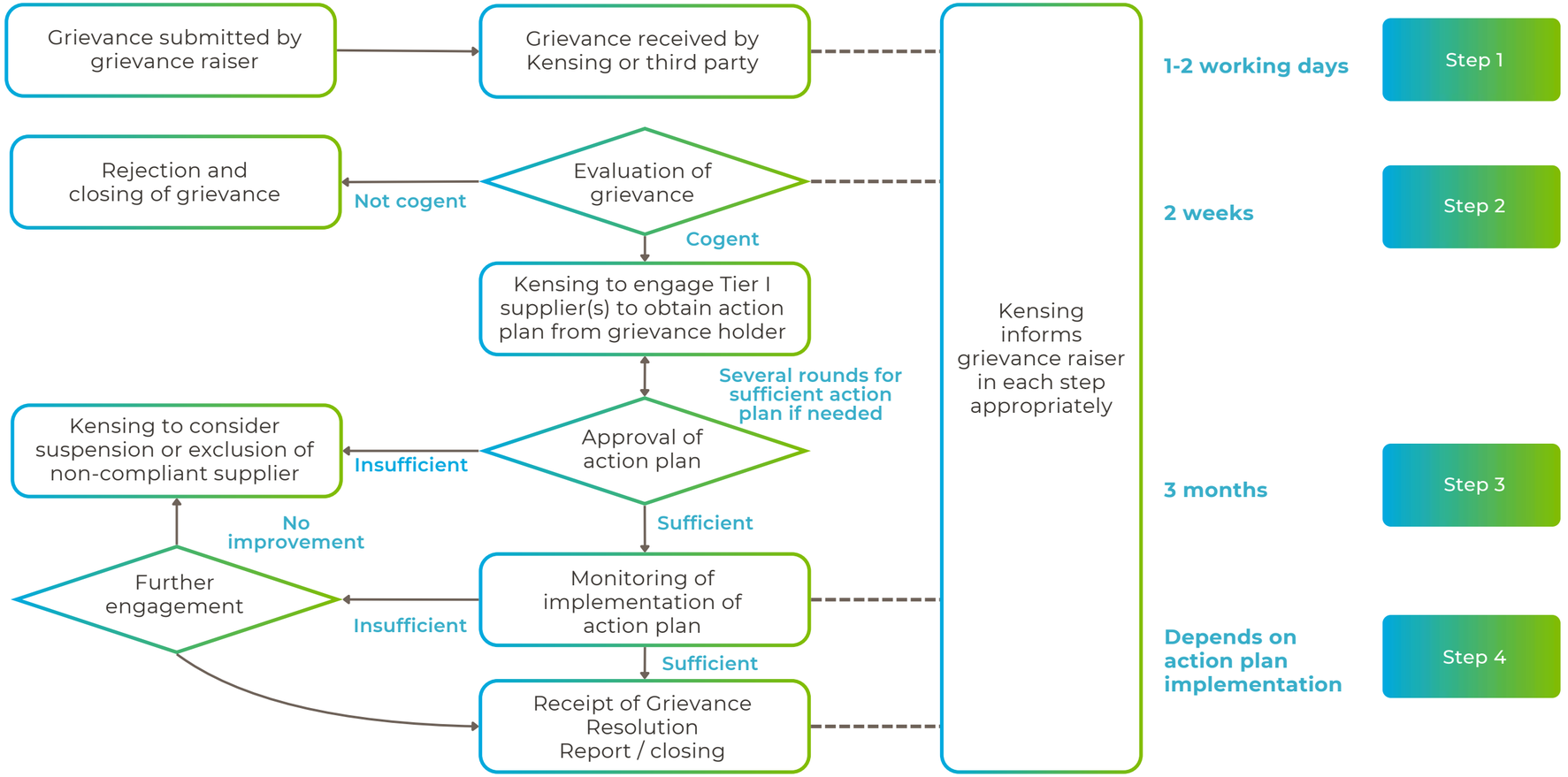
Kensing safeguards employee and business data through access controls, secure IT systems, and compliance with applicable privacy regulations. All staff receive regular training on data protection and responsible information handling, and we aim for 100% of our employees to undergo cybersecurity training every year.

Speak up culture

Employees and stakeholders have access to a confidential whistleblower mechanism, managed by a third-party, to report violations of our Code or applicable laws . Reported concerns are reviewed promptly and investigated by the most relevant function. We are committed to fair remediation and continuous improvement. Our Grievance Mechanism is described on the next page.

Grievance Mechanism

Kensing's grievance mechanism is open to employees, suppliers, and any affected stakeholders to report ethical, human rights, or sustainability concerns confidentially and without fear of retaliation. We ensure timely, transparent resolution through action plans and clear escalation steps, in line with our zero-tolerance policy for retaliation.



Wellness at
the Source

Sustainable Sourcing

Kensing is committed to sourcing raw materials responsibly and transparently. Our Sustainable Procurement Policy sets expectations on ethics, human rights, and environmental practices. Our Forest Policy mandates our commitment to deforestation-free value chains.

2025 Progress

100%
Of Strategic Suppliers signed the Supplier Code of Conduct

99%
Traceability to mill (TTM) of palm oil supply chain

Our Goal

Palm Traceability to Plantation >90%
and Traceability to Mill > 99%
>60% supplier spend engaged
100% sustainability assessment coverage for raw materials by 2026

Supplier engagement

All suppliers are expected to comply with our Supplier Code of Conduct, which reflects international standards on labor rights, anti-corruption, and environmental protection. Sustainability clauses are embedded in contracts, and onboarding reviews are conducted for key partners. Procurement teams receive annual training on sustainable sourcing and due diligence.

Traceability & risk management

We apply a risk-based approach to supplier assessments, focusing on geography, material exposure, and ESG risks. Since 2024, we enhanced traceability systems and expanded the use of risk-screening tools for priority supply chains. High-risk suppliers are engaged through Corrective Action Plans, targeted audits, or capacity-building efforts.

Training & capacity-building

To support responsible sourcing, **100%** of procurement staff received annual training on human rights due diligence, NDPE sourcing principles, and high-risk raw materials. We also supported our partners with awareness tools and improvement roadmaps where gaps were identified.

Inclusive supply chain

We prevent discrimination and give equal consideration to local and global suppliers. Using transparent criteria, risk-based due diligence, fair payment terms, and accessible grievance channels, we build an inclusive supply base, engaging SMEs and diverse-owned businesses.

Palm Oil Derivatives

Our commitment and actions for the palm oil supply chain

Under our No Deforestation, No Peat, No Exploitation (NDPE) commitment, we perform enhanced due diligence on all palm-based inputs. In 2025, **100%** of our tier 1 suppliers had NDPE committments. We achieved **100% traceability to refineries**, **99% traceability to the mill and 84% to the plantation** for Tier 1 suppliers. We conducted biodiversity and human rights risk assessments using the WWF Risk Filter and engaged suppliers through smallholder-focused initiatives such as the ASD Strenghtening Respecy in Palm against gender violence and Kaleka Mosaik landscape restoration program.

As a member of the Roundtable on Sustainable Palm Oil (RSPO), Kensing supports industry-wide efforts to promote certified sustainable palm oil and uphold the RSPO Principles & Criteria. Our membership reinforces our commitment to traceability, transparency, and continuous improvement across the palm value chain.

Metric	2025
RSPO Membership	Member
% of tier 1 palm suppliers RSPO-certified	98%
% of RSPO-certified material physically certified (Mass balance)	42%
Traceability to Mill	99%
Traceability to Plantation	84%
Volumes verified as DCF	59%

We also publish yearly a list of our direct suppliers and their mills on our website, with annual updates to follow. This allows stakeholders to see where our palm oil derivatives come from. We also intend to provide more detailed product descriptions when selling palm-based products where this is information is available, for example, plantation and smallholder plot coordinates -where available, appropriate, and consistent with data-protection and supplier agreements.

Deforestation and Conversion Free Volumes

In 2025, 59% of our palm-derived volumes were independently verified as deforestation- and conversion-free (DCF) through the Association for Sustainable Derivatives (ASD) with a 2018 cut-off date. The 2025 assessment reflects enhanced spatial analysis and updated deforestation data, providing a more comprehensive evaluation of supply chain performance. **Kensing remains fully committed to achieving a 100% verified DCF** palm derivatives supply chain and is advancing a phased roadmap to strengthen supplier engagement, traceability, and verification, with the ambition to achieve full verified alignment as early as possible and no later than 2030.

Soy Derivatives

Soy supply chain overview

Most of the soy in our supply chain enters as byproducts - residual materials from upstream processing that are upcycled in our operations, fostering circularity and resource efficiency. As these are not directly sourced commodities, they fall outside the scope of the EU Deforestation Regulation (EUDR) and similar regulations.

Most soy-linked inputs are by-products; limited virgin soy oil is purchased for selected formulations for dilution. This virgin soy oil, primarily sourced from the U.S., is ProTerra-certified, with strong supply chain traceability.

Regardless of regulatory exposure, Kensing actively monitors all supply chains to ensure transparency and uphold our broader commitment to sustainable sourcing.

Roundtable on Responsible Soy (RTRS)

ROUND TABLE ON RESPONSIBLE SOY

Although Kensing sources soy only as a byproduct user, we recognize our role in promoting responsible practices across the value chain. As a member of the Roundtable on Responsible Soy (RTRS), we uphold high sustainability standards.

72% of soy-derived volume was sourced from suppliers that are RTRS members, supporting traceability, ecosystem protection, and respect for human rights.

Our membership also enables us to engage more deeply in collaborative efforts for sustainable agriculture across the industry.

Appendix

Additional non-financial performance KPIs

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Air Quality	Emissions of air pollutants	75	76	77	Tonnes (t)
Air Quality	Emissions of ozone depletion substances	1	1	1	Tonnes (t)
Business Ethics	Operational sites withanti-corruption management system	100	100	100	Percentage (%)
Business Ethics	Employees trained on business ethics	100	100	100	Percentage (%)
Business Ethics	Reports related to whistleblowing procedures	0	0	0	Number
Business Ethics	Confirmed corruption incidents	0	0	0	Number
Business Ethics	Anti-corruption training for employees	99	99	92	Percentage (%)
Business Ethics	Whistleblower incidents	0	0	0	Number
Business Ethics	Violations of UNGC principles and OECD guidelines for multinational enterprises	0	0	0	Number
Business Ethics	Incidents of corruption	0	0	0	Number
Data Security	Number of data breaches	0	0	0	Data Breaches
Data Security	Percentage of breaches involving personally identifiable information	0	0	0	Percentage (%)

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Diversity and Inclusion	Incidents of discrimination	0	0	0	Number
Diversity and Inclusion	Incidents of discrimination leading to sanctions	0	0	0	Number
Diversity and Inclusion	Female board members	0	0	0	Number
Diversity and Inclusion	Employees from a minority or vulnerable group in the organization	60	56	54	Percentage (%)
Diversity and Inclusion	Employees from a minority or vulnerable group at top management level	55	42	42	Percentage (%)
Diversity and Inclusion	Unadjusted gender pay gap	14	0	0	Percentage (%)
Employee engagement	Percentage of employees responding to employee survey (annual)	82	88	85	Percentage (%)
Employee Health & Safety	Number of work-related injuries	9	7	6	Work-Related Injuries
Employee Health & Safety	Total days lost to work-related injuries, fatalities, and ill-health	6	164	180	Number
Employee Health & Safety	Total recordable incident rate (TRIR)	2.4	2	2	Number
Employee Health & Safety	Lost-time injury frequency rate (LTIFR)	1	1	3	Number
Employee Health & Safety	% of all operational sites for which an employee health & safety risk assessment has been conducted	100	100	100	Percentage (%)

Additional non-financial performance KPIs

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Governance	Total number of board members	6	6	6	Board members
Governance	Total number of C-suite employees	8	6	6	Employees
Governance	Annual C-suite bonus target tied to ESG	10	10	10	Percentage (%)
Human Rights	Number of identified cases of severe human rights issues and incidents	0	0	0	Number
Supply Chain Management	ESG requirements in supplier contracts	100	100	100	Percentage (%)
Supply Chain Management	High risk suppliers covered by a sustainability assessment	100	100	100	Percentage (%)
Supply Chain Management	Sustainable procurement training for buyers	100	100	100	Percentage (%)
Waste & Hazardous Materials Management	Total weight of waste recycled / diverted from landfill	5,533	6,559	6,988	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of non-hazardous waste - non recycled	885	7,496	7,780	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of waste generated	6,546	7,629	7,910	Tonnes (t)
Waste & Hazardous Materials Management	Total weight of hazardous and radioactive waste generated	128	33	30	Tonnes (t)

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Water & Wastewater Management	Total fresh water withdrawn	819	834	899	Megaliter (Ml)
Water & Wastewater Management	Emissions to water	1,611	0	0	Tonnes (t)
Water & Wastewater Management	Total fresh water consumed	40	40	40	Megaliter (Ml)
Water & Wastewater Management	Water reclaimed or recycled	22	16	16	Megaliter (Ml)

Indices and Standards

The UN Sustainable Development Goals (SDGs)

SDGs					
Subtarget	6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3: By 2030, double the global rate of improvement in energy efficiency.	8.4: Improve resource efficiency and decouple growth from environmental degradation. 8.7: Eradicate forced labor, end modern slavery and human trafficking. 8.8: Protect labor rights and promote safe working environments.	9.4: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and adoption of clean technologies.	12.2: By 2030, achieve the sustainable management and efficient use of natural resources. 12.3: By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
How Kensing contributes	Kensing improves water quality by treating and monitoring its wastewater to reduce pollutants. We recycle and optimize water use to minimize discharges.	Kensing continuously invests in energy efficiency to reduce consumption across operations. We have achieved 100% renewable electricity sourcing and continue investing in renewable energy installations locally.	Kensing advances circularity by optimizing raw material use, recycling by-products, and improving process efficiency. We uphold strict supplier standards a to ensure fair labor practices and avoid exploitation in our supply chains. Kensing prioritizes employee health and safety through robust EHS programs, training, and continuous workplace improvements.	Kensing modernizes its operations by investing in cleaner technologies, improving energy and water efficiency, and upgrading equipment to reduce environmental impact.	Kensing optimizes resource use by improving process efficiency and maximizing value from every raw material. We contribute by upcycling oil derivative by-products, preventing waste and turning them into valuable specialty ingredients. Kensing reduces waste generation through prevention, recycling, and upcycling practices that close material loops in production.
Chapters	Circularity and water, Pollution	Climate change & Energy	Valuing Nature, People Wellbeing	Valuing Nature	Circularity and Water

Additional non-financial performance KPIs

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Employee Health & Safety	Number of work-related fatalities	0	0	0	Work-Related Fatalities
Employee Health & Safety	Employees trained on health and safety	97	98	100	Percentage (%)
Employee Health & Safety	Work-related accidents	9	7	6	Number
Employee Living Wage	Employees covered by a living wage benchmark analysis	100	100	100	Percentage (%)
Employee Living Wage	Employees paid below living wage	0	0	0	Percentage (%)
Employee Living Wage	Employees covered by living wage certification	55	62	NA	Percentage (%)
Employee Training & Development	Total workforce across all locations who received training on environmental issues	100	100	100	Percentage (%)
Employee Training & Development	Percentage of eligible employees receiving professional development	100	100	100	Percentage (%)
Employee Training & Development	Average training hours per employee	40	45	30	Number
Employee Working Conditions	Total number of full-time equivalents (FTE) including contractors	418	400	396	Number
Employee Working Conditions	Organic net new hires	16	60	11	Number
Employee Working Conditions	Total net new hires	16	77	114	Number

Category	Metric	FY 2025	FY 2024	FY 2023	Unit
Employee Working Conditions	Annual percent turnover	10	17	12	Percentage (%)
Employee Working Conditions	Employees covered by collective bargaining policy	41	41	41	Percentage (%)
Employee Working Conditions	Healthcare policy eligibility	100	100	100	Percentage (%)
Employee Working Conditions	Total hours worked company wide	821,600	755.,48	772,882	Number
Employee Working Conditions	Employees represented in formal joint management-worker health & safety committees	30	30	30	Number
Energy Management	Total energy consumed - all sources	270,000,000	251,313,380	247,694,434	Kilowatt-hour (kWh)
Energy Management	Renewable energy consumed (excluding RECs)	40,500,000	40,131,120	22,486,485	Kilowatt-hour (kWh)
Energy Management	Renewable electricity generated	352,117	286,828	263,485	Kilowatt-hour (kWh)
GHG Emissions	Scope 1 emissions	42,123	37,291	37,411	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 2 emissions, location-based	17,344	16,680	17,594	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 2 emissions, market-based	1,390	1,563	4,921	Tonnes of carbon dioxide equivalent (tCO2e)
GHG Emissions	Scope 3 emissions	370,031	166,059	184,835	Tonnes of carbon dioxide equivalent (tCO2e)

Indices and Standards: GRI Index

Category	Disclosure	Specifications	Location in Kensing 2025 Report
GRI 1: Foundation	Statement of use	Reported in accordance with GRI Standards 2021	Annual Sustainability Report
GRI 1: Foundation	GRI 1 used	Foundation 2021	—
GRI 1: Foundation	Applicable GRI Sector Standards	N/A	—
GRI 2: General Disclosures 2021 I	2-1 Organizational details	Company details	p.5
GRI 2: General Disclosures 2021 I	2-2 Entities included	Entities in reporting scope	p.5
GRI 2: General Disclosures 2021 I	2-3 Reporting period, frequency, contact	Calendar year 2024	Cover
GRI 2: General Disclosures 2021 I	2-4 Restatements of information	None stated	—
GRI 2: General Disclosures 2021 I	2-5 External assurance	Only GHG emissions assured	17
GRI 2: General Disclosures 2021 I	2-6 Activities, value chain	Value chain and business model	p.6–7
GRI 2: General Disclosures 2021 I	2-7 Employees	FTEs, countries, gender split	p.5, p.24
GRI 2: General Disclosures 2021 I	2-9 Governance structure	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-12 Role of governance body in impacts	Board/KET oversight	p.10

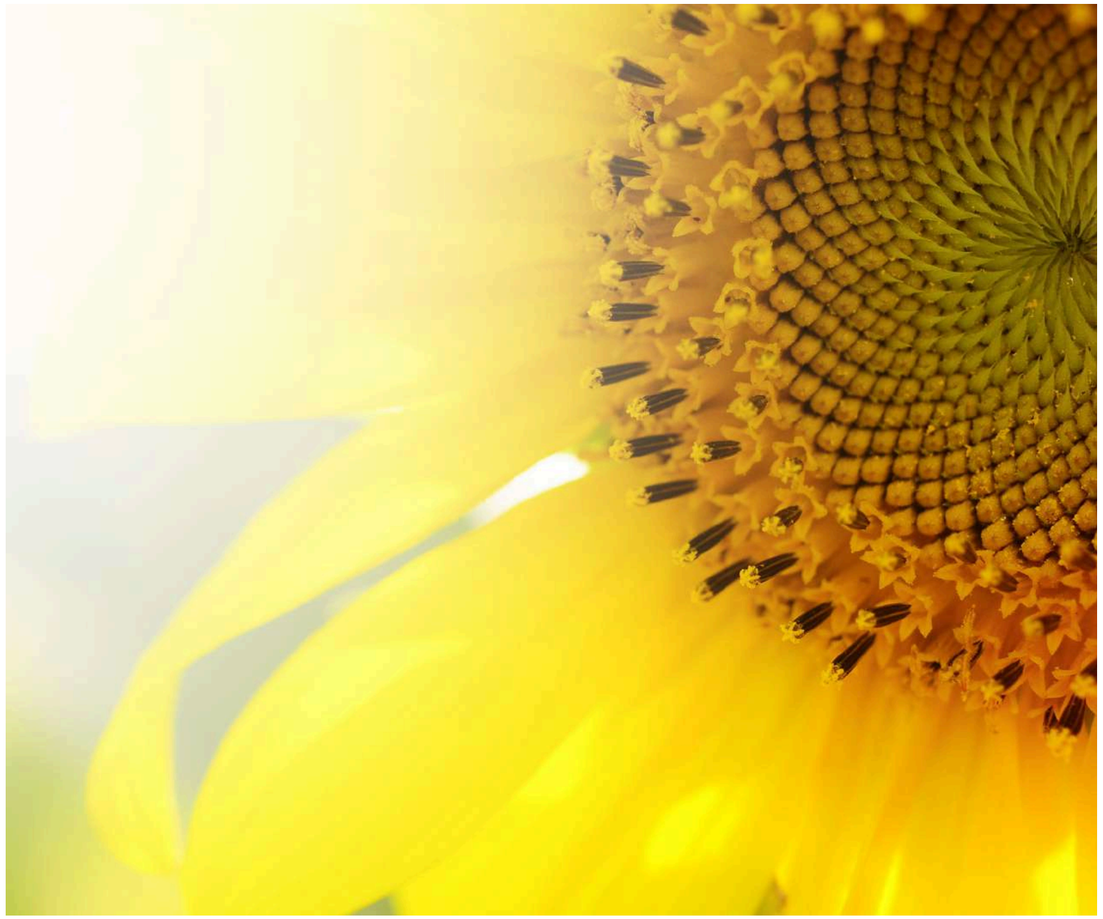
Category	Disclosure	Specifications	Location in Kensing 2025 Report
GRI 2: General Disclosures 2021 I	2-13 Delegation of responsibilities	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-14 Role in sustainability reporting	Sustainability governance	p.10
GRI 2: General Disclosures 2021 I	2-16 Critical concerns communication	Whistleblower & grievance channels	p.29–30
GRI 2: General Disclosures 2021 I	2-17 Collective knowledge of the highest governance body	Not explicitly described	—
GRI 2: General Disclosures 2021 I	2-19 / 2-20 Remuneration policies / process	Sustainability Governance	10
GRI 2: General Disclosures 2021 I	2-22 Statement on sustainable development strategy	Our Approach	9
GRI 2: General Disclosures 2021 I	2-23 Policy commitments	main targets and thematic chapters	14
GRI 2: General Disclosures 2021 I	2-24 Embedding policy commitments	Training & LMS; procurement training	p.23–24, p.29, p.32
GRI 2: General Disclosures 2021 I	2-25 Processes to remediate negative impacts	Grievance mechanism	p.30
GRI 2: General Disclosures 2021 I	2-26 Mechanisms for seeking advice and raising concerns	Speak-up system, grievance mechanism	p.29–30
GRI 2: General Disclosures 2021 I	2-27 Compliance with laws and regulations	Pollution	p.19
GRI 2: General Disclosures 2021 I	2-28 Membership of associations	RSPO; RTRS	p.33–34

Indices and Standards : GRI Index

Category	Disclosure	Specifications	Location in Kensing 2025 Report
GRI 2: General Disclosures 2021 I	2-29 Approach to stakeholder engagement	Stakeholder table	p.12
GRI 2: General Disclosures 2021 I	2-30 Collective bargaining agreements	Employee wellbeing	p.25
Topic-specific: Climate & Energy	305-1/2/3 GHG emissions	Scope 1, 2, 3 data	p.17
Topic-specific: Climate & Energy	305-5 Reduction of emissions	Science-based target, reduction progress	p.16–17
Topic-specific: Climate & Energy	302-4 Energy efficiency	Energy initiatives	p.16–17
Topic-specific: Climate & Energy	303-1/2 Water management	Approach, risk assessments	p.18
Topic-specific: Climate & Energy	303-3/4/5 Water withdrawal/discharge	Reduction reported	p.18
Topic-specific: Climate & Energy	306-1/2 Waste approach	Waste management	p.18
Topic-specific: Climate & Energy	306-3/4/5 Waste data	Waste diverted, disposed	p.18
Topic-specific: Circularity, Water & Waste	303-1/2 Water	Water management approach, closed-loop systems, stress assessments	p.18
Topic-specific: Circularity, Water & Waste	303-3/4/5 Water	Water withdrawal/discharge (narrative, % reduction)	p.18
Topic-specific: Circularity, Water & Waste	306-1/2 Waste	Waste management approach	p.18
Topic-specific: Circularity, Water & Waste	306-3/4/5 Waste	Waste generated, diverted, disposed	p.18
Topic-specific: Pollution	305-7 Air emissions	VOC/odor management, compliance	p.19
Topic-specific: Biodiversity	304-2 Significant impacts	Risk filter, NDPE, TNFD alignment	p.20
Topic-specific: Biodiversity	Landscape restoration initiatives	ASD Impact Fund	p.21
Topic-specific: People & Safety	403-1/5 H&S management	Safety programs, training	p.23
Topic-specific: People & Safety	403-9 Work-related injuries	LTIR, training, near-misses	p.23
Topic-specific: People & Safety	401-2 Benefits & living wage	Living wage, benefits	p.23
Topic-specific: People & Safety	404-2 Learning & development	LMS training	p.24
Topic-specific: People & Safety	404-3 Performance reviews	Career management	p.24
Topic-specific: People & Safety	405-1 Diversity	Workforce gender split, KET gender split	p.24
Topic-specific: People & Safety	407-1 Collective bargaining	Union representation	p.25
Topic-specific: Human Rights	414-1/2 Supplier assessments	Supplier screening, CoC	p.32

Indices and Standards : GRI Index

Category	Disclosure	Specifications	Location in Kensing 2025 Report
Topic-specific: Human Rights	408-1/409-1 Child/forced labor	Risk assessment	p.26
Topic-specific: Human Rights	Human Rights Policy	Policy commitments, risk screening	p.26
Topic-specific: Human Rights	Grievance mechanism	Remediation & escalation	p.30
Topic-specific: Ethics & Compliance	205-2 Anti-corruption training	100% training, Code signed	p.29
Topic-specific: Ethics & Compliance	418-1 Data privacy	100% training on cybersecurity & privacy	p.29
Topic-specific: Ethics & Compliance	419-1 Non-compliance	Environmental compliance	p.19
Topic-specific: Responsible Sourcing	308-1/2 Supplier environmental screening	Sustainable Partnerships	p.32–33
Topic-specific: Responsible Sourcing	414-1/2 Supplier social screening	Human rights commitments,	p.26, 32
Topic-specific: Product Stewardship	416-1 Product health & safety	GMP/ISO, safety screening, SDS	p.28
Topic-specific: Product Stewardship	417-1 Product information & labeling	SDS, documentation	p.28



Glossary

ASD: Agricultural Smallholder Development. The ASD Impact Fund supports landscape restoration by financing community projects that improve farmer livelihoods, restore degraded land, and build sustainable supply chains.
ASD SPI: Action for Sustainable Derivatives – Sustainable Palm Index. A benchmarking tool that evaluates direct and indirect suppliers of palm derivatives on traceability, sustainable sourcing, and compliance with NDPE (No Deforestation, No Peat, No Exploitation) principles. The index informs procurement decisions, identifies supplier improvement areas, and encourages continuous progress in sustainable palm supply chains.
CDP: Carbon Disclosure Project. An independent platform where companies disclose their climate and environmental impacts, scored annually to benchmark performance.
CoC: Code of Conduct. A set of principles and standards that suppliers must sign to ensure compliance with ethical, environmental, and labor practices.
DMA: Double Materiality Assessment. Evaluates both how a company impacts people and the planet, and how sustainability issues impact the company's finances.
EHS: Environmental, Health and Safety. A company function focused on regulatory compliance, workplace safety, and environmental stewardship.
EFCI: European Federation for Cosmetic Ingredients. The European trade association representing manufacturers and suppliers of cosmetic ingredients.
EFRAG: European Financial Reporting Advisory Group. Advises the EU on accounting and sustainability reporting standards, including ESRS.
ESRS: European Sustainability Reporting Standards. The EU-mandated reporting framework requiring large companies to disclose sustainability data.
EUDR: EU Deforestation Regulation. Restricts placing products on the EU market if linked to deforestation or forest degradation post-2020.
FSCC: Food Safety System Certification. A globally recognized certification scheme for food safety management systems.
GHG: Greenhouse Gas. Includes CO_2, methane, nitrous oxide, and others, measured in CO_2-equivalents to assess climate impact.
GRI: Global Reporting Initiative. Provides the world's most widely used sustainability reporting standards, aligned with stakeholder needs.
H&S: Health & Safety. Policies and practices that ensure employees are protected from workplace risks and accidents.
KET: Kensing Executive Team. The senior leadership group at Kensing.

Glossary

LEAP: Locate, Evaluate, Assess, Prepare. A process developed by TNFD (Taskforce on Nature-related Financial Disclosures) to help organizations identify nature-related risks and integrate biodiversity considerations into financial and strategic planning.
LTIR: Lost Time Incident Rate. A safety metric measuring the number of workplace injuries that result in time away from work per 200,000 hours worked.
NDPE: No Deforestation, No Peat, No Exploitation. A sourcing policy to prevent deforestation, peatland conversion, and the exploitation of workers or communities.
NGO: Non-Governmental Organization. Independent organizations that advocate for social or environmental issues, often partnering with businesses to drive change.
NPS: Net Promoter Score. A customer loyalty metric calculated by subtracting the percentage of detractors from the percentage of promoters in satisfaction surveys.
RSPO: Roundtable on Sustainable Palm Oil. A global certification system that sets environmental and social standards for sustainable palm oil production.
RTRS: Round Table on Responsible Soy. An international certification scheme promoting sustainable soy production with criteria on deforestation, labor rights, and social impact.
SBTi: Science-Based Targets initiative. Validates corporate climate targets to ensure they are aligned with limiting global warming to 1.5°C or well below 2°C.
SDGs: Sustainable Development Goals. The 17 UN-adopted goals to end poverty, protect the planet, and promote prosperity by 2030.
SDS: Safety Data Sheet. A standardized chemical safety document that provides information on hazards, handling procedures, and emergency measures.
VOC: Volatile Organic Compounds. Carbon-based chemicals (such as solvents) that easily evaporate and contribute to smog and air pollution; subject to regulation.
WWF: World Wide Fund for Nature. A leading conservation NGO that develops tools like the Landscape Risk Filter to assess biodiversity and ecosystem risks.

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