

Subject: Sustainability performance assessments Nobian Suppliers with Ecovadis

Dear Trading Partners,

As a European industry leader in the production of essential chemicals for industries, Nobian is committed to a sustainable future and making a positive impact. Our salt and chlor-alkali products are essential chemicals forming the basis of thousands of products that we use every day. It is therefore our ambition to **Grow Greener Together** with our stakeholders, employees, customers and suppliers.

We continuously aim to step up our game, with solutions embedded in our business and the local communities in which we operate. We endorse the objectives of the UN Paris Agreement on climate change, the European Green Deal and the UN Sustainable Development Goals.

Our sustainability approach is based on three pillars:

- Promote Health & Safety
- Reduce Energy & Climate impact
- Grow with the Community

For more information please visit: <https://www.nobian.com/en/about-us/sustainability>

Sustainability performance assessment with Ecovadis

The social, ethical and environmental footprint of our products and services cannot be dissociated from the business practices of our trading partners. International laws and regulations, such as Duty of Care, hold us co-accountable for non-compliant behavior in our supply chain. Our customers expect us to act responsibly. We owe this to future generations.

In my role as Procurement Director at Nobian I must ensure that our trading partners understand the urgency of the matter and share our commitment to sustainability. The first step in our sustainability agenda is to develop transparency around our trading partners' and their suppliers' CSR performance.

Nobian has chosen EcoVadis, a global CSR rating company based on international standards, to conduct individual sustainability performance assessments of our supply chain partners. You are receiving this letter today because the goods or services we purchase from you are directly linked to our CSR goals which revolve around 3 pillars:

- 25% reduction of carbon emissions between 2020 and 2025 (50% reduction by 2030)
- 50% share of renewable energy by 2030 (66% by 2030)
- Zero injuries

I am personally asking you to register on the EcoVadis platform and take the assessment. You will receive a sustainability scorecard from EcoVadis with detailed insights into your strengths along with areas for improvement. This is a good starting point for a sustainable, long-term business relationship. Your regular Nobian procurement contact is available to answer any questions pertaining to our strategy and how it impacts you.

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At Nobian, we cannot and do not want to take the risk of cooperating with non-compliant business partners; participation in this program is compulsory. Your assessment results will be integrated into our sourcing and supplier review processes. I strongly recommend viewing the explanatory videos and documents about the [EcoVadis assessment](#), [EcoVadis Terms & Conditions](#) and [associated fees](#) included in this communication package.

Thanking you in advance for investing your time in completing this assessment and for joining this strategic initiative for a more sustainable future.

Together we will keep working hard to deliver “Chemistry You can Count on”.

Yours Sincerely,

Patrick Kohlmann
Procurement Director Nobian