CREATING A STRONG FOUNDATION OF INCLUSION AND DIVERSITY IN AN INDUSTRIAL R&D CULTURE
Corbion: Who we are today

**Food ingredients**
Provide safe and healthy food for a growing population, while preventing food waste

**Biochemicals**
Provide safe solutions based on renewable materials and resource efficient processes

**Innovation platforms**
Create new biotechnology business platforms based on our core technologies

- € 897.2 M revenues (2018)
- Around 2000 employees
- 13 manufacturing facilities across the globe
- Technology platforms: fermentation of organic acids and fats & oils

Addressing key global trends:
- Population growth
- Food security
- Changing values
- Resource scarcity & climate change
Corbion’s alignment with the United Nations Sustainable Development Goals

End hunger
Food security
Improved nutrition
Sustainable agriculture

Reduce, re-use & recycle
Circular economy
Reduce food waste
Minimize environmental impact of chemicals

Corbion’s value proposition

Offering conscious choices through sustainable ingredient solutions uniquely tailored to create customer value
Corbion has a diverse strategic portfolio

<table>
<thead>
<tr>
<th>Ingredient Solutions</th>
<th>Innovation Platforms</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Food Segment</strong></td>
<td><strong>PLA</strong></td>
</tr>
<tr>
<td>Bakery</td>
<td>FDCA</td>
</tr>
<tr>
<td>Meat</td>
<td>Algae Ingredients</td>
</tr>
<tr>
<td>Dairy</td>
<td>Succinic acid</td>
</tr>
<tr>
<td>Beverages</td>
<td></td>
</tr>
<tr>
<td>Confectionery</td>
<td></td>
</tr>
<tr>
<td><strong>Biochemicals Segment</strong></td>
<td></td>
</tr>
<tr>
<td>Chemicals</td>
<td></td>
</tr>
<tr>
<td>Pharma/Medical</td>
<td></td>
</tr>
<tr>
<td>Home &amp; Personal Care</td>
<td></td>
</tr>
<tr>
<td>Animal Health</td>
<td></td>
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</tbody>
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![Images of various food and biochemical products]
Corbion’s Inclusion & Diversity Program

Within Corbion we offer our employees a safe, inclusive and diverse workplace. All our people policies are based on openness, fairness and trust. We create a sense of purpose and belonging.
CORBION ARTS Community

Application Research, Technology and Science
ARTS Community – Strategic Action Plan

225 Professionals active in Application Research, Technology & Science
7 Innovation Centers, 4 Continents, 19 Nationalities, 45% Female
Gender Diversity: ARTS and Overall Corbion

- **Emerging talent**: 48%
- **Tomorrow’s Leaders**: 28%
- **Senior Leaders**: 41%
- **SB ExCo**: 0%
- **Corbion overall**
  - **Emerging talent**: 34%
  - **Tomorrow’s Leaders**: 23%
  - **Senior Leaders**: 21%
  - **SB ExCo**: 18%
Collaborative Innovation: Creators helping Creators

• Collaborative Innovation: Building on our Diverse ARTS Competencies and Including our Specialists as well as Customers in the Innovation Process

• Solving our customers’ problems, but also address the challenges facing the industry and our society in the 21st century and beyond.
To realize our Innovation and Sustainability ambitions, *inclusion* of all of Corbion’s *diversity* is paramount

“Diversity is Being Invited to the Party; Inclusion is being asked to Dance”

*Verna Myers*, Diversity and Inclusion Expert