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**SUSTAINABLE SOURCING POLICY
AND
NO DEFORESTATION, NO EXPANTION ON PEAT, NO EXPLOITATION POLICY**

Chattem Chemicals, Inc. has committed to only sourcing the palm derivatives used in the manufacturing of our sarcosinate products from suppliers who are RSPO sustainable certified as of 30 December 2025.

Chattem Chemicals, Inc. has committed to no deforestation production, to operate in full compliance with the laws of the United States of America, to no conversion production, and to no development of peat regardless of depth. If Chattem Chemicals, Inc. ever intends to develop land for use for the manufacturing of sarcosinates using palm derivatives, our policy is to commit to using the HCS and HCV approach. If deforestation occurs due to Chattem Chemicals, Inc.'s operations, we are committed to supporting restorations.

A handwritten signature in blue ink that reads "Jason Paul Allen". The signature is written over a horizontal line.

Jason Allen
V.P. – General Manager

06 MAR 2026

Date