



THE INTERNATIONAL GROUP, INC.

As a world-leading refiner and manufacturer of petroleum waxes and blended wax products, IGI operates on the front lines of sustainability. At IGI, our core values of safety, quality, integrity, collaboration, and respect reflect who we are and what we stand for as a company. It is these core values that lead IGI's commitment to creating a more sustainable future.

“At IGI, we believe sustainability of our environment, inclusiveness of our workforce, and supporting our communities are fundamental to modern business.”

Our commitment to sustainability is integrated into the day-to-day operation of our production and blending as we supply uniquely formulated products that are critical to our customers' needs and growth. IGI focuses on connecting to our customer's sustainability initiatives & programs by assisting them with formulation, processes, and strategic recycling and waste renewal strategies.

Moreover, environmental responsibility, product recycling, and waste management go beyond our sustainable footprint. We work with our customers, product partners, manufacturers, and various universities to use our products intelligently and to reduce global waste. These commitments confront challenges in new ways, spawning better products and advanced materials including compostable waxes, blended waxes, and water-based coatings, and take into consideration the life cycle analysis (LCA) as it pertains to the sourcing for renewable raw materials.

In our global business strategies, initiatives, and practices, IGI has and will continue to develop products and processes that protect the environment. IGI sets objectives, monitors, and documents results to comply with all applicable environmental legislations. IGI is committed to continuous improvement and enhancement of its environmental management systems.

The safety of our employees is our #1 objective. IGI adheres to the highest safety standards across our organization.

As an employer, IGI recognizes & celebrates diversity, equality, and inclusion. Each employee is treated with respect and the fullest measure of dignity. We will strive to



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build a workforce at all levels that reflects the diversity of the communities and industries in which we operate. IGI provides equal opportunities & continuous advancements to all employees. In today's global environment where competition for human capital is intense, an inclusive work environment is essential for the long-term sustainability of the business.

IGI strives to partner with many who share our commitment to a more just and equitable world. IGI believes it has the responsibility to influence its suppliers, contractors, and third parties to consider the life cycle impacts of their activities and to contribute to our goal of sustainability and equity. IGI has and will continue to review all of its global supply chain, and audit suppliers to confirm compliance and to uphold our highest standards.

The International Group is dedicated to tackling issues regarding child labor in the manufacturing sector. We strongly oppose the illegal employment of children and any form of forced labor.

In line with our dedication, we uphold human rights throughout our supply chain. We communicate our standards with suppliers and hold them accountable for their labor practices. Collaboratively, our company and suppliers will tackle and abolish these deep-rooted child labor concerns.

IGI continues to invest in targeted programs across all our communities. Furthermore, IGI encourages and supports employees to actively engage with their communities to foster greater connection with marginalized groups and to promote the general welfare of our communities.

At IGI, investing in the sustainability of our environment, inclusiveness of our workforce, and supporting our communities is not only the path of the future but also good for business.

As evidence of our commitments, IGI has

- Invested close to \$100 million in cleaner, more efficient energy usage, reducing carbon emissions by roughly 35% over the last 5 years.
- Reformulated a variety of our products to include renewable waxes.



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- A portfolio of recyclable and compostable waxes, blends with renewable waxes, and water-based coatings.
- Committed millions to critical needs in our social services, local health, and educational sectors.
- Records of emissions to water, air, and soil and data showing reductions over time.
- Documentation showing continued efforts to implement water conservation technologies.
- Documentation showing continued efforts to implement waste reduction in facility operations.
- Data on waste reduction and facility recycling and re-use and composting activities along with third-party certification where applicable.
- Publicly listed certification that demonstrates compliance to applicable standards such as NSF, ASTM, FDA, RSPO, and other standards where applicable.
- Product Specification sheets and Material ingredient reports that comply with Prop 65 and PFAS.
- Proof of compliance with OSHA's regulations and standards.
- Third-party audit reports regarding ISO 14001 compliance.
- Documentation pertaining to all employee governance and policies.
- Community outreach plans along with philanthropic activities and community service.
- Company policy statements regarding code of conduct and business dealings.
- Implementation of a product development process that integrates sustainable product innovation and design for the environment.
- Policies pertaining to operational procedures and checklists to identify and fund R&D and capital projects.
- Statements from IGI officers and Sr. management that promote sustainability on annual planning and drives behavior towards using resources efficiently and setting goals.
- Proof of participation in industry meetings where knowledge and support of sustainability goals were shared.
- Published company sustainability statement on the website along with company literature.