



Environmental, Health, Safety & Security Policy

Stepan Company is a major manufacturer of specialty and intermediate chemicals used in a broad range of industries. Stepan is a leading merchant producer of surfactants, which are the key ingredients in consumer and industrial cleaning and disinfection products and in agricultural and oilfield solutions. The Company is also a leading supplier of polyurethane polyols used in the expanding thermal insulation market, and CASE (Coatings, Adhesives, Sealants, and Elastomers) industries. Our vision is to provide innovative chemical solutions for a cleaner, healthier, more energy efficient world.

Stepan Company believes that all incidents are preventable and that environmental, health, safety, security, and sustainability excellence are key business enablers. We are committed to providing a safe, secure, and sustainable working environment for our employees, customers, visitors, and the communities in which we operate. We will continually measure and evaluate performance to improve our management systems to achieve industry-leading performance.

Our values: People First, Customer Focus, Integrity, Continuous Improvement, and Growth, Innovation & Sustainability guide how we get work done:

- Design, operate and maintain facilities in a safe, secure, and environmentally responsible manner in compliance with applicable legal and other requirements.
- Prevent pollution, reduce waste, water and air emissions, and conserve energy and natural resources, throughout the value chain, and be recognized as a responsible neighbor and corporate citizen.
- Continually improve sustainability, and the environmental, health, safety and security efforts at our facilities, as referenced in the Responsible Care® Guiding Principles, through hazard identification, risk reduction and management practices, comprehensive system evaluation, engagement with workers, contractors and other partners, and open communication with stakeholders.

To create an ownership, competency, and excellence focused work environment, every Stepan employee is responsible to:

- Work safely and encourage and engage others to do so.
- Comply with all practices and procedures to protect the environment and safeguard Company assets and information.
- Promptly report unsafe conditions and behaviors and actively participate in improvement efforts.
- Strive to be an EHS&S excellence leader.

A handwritten signature in black ink, appearing to read "Luis Rojo", with a horizontal line underneath it.

Luis Rojo
President and Chief Executive Officer
Reviewed 15 Jan 2026