SEC Form 3

FORM 3

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES

OMB APPROVAL	
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934
or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person*
Eaken Matthew John

(Last) (First) (Middle)
22 WEST FRONTAGE ROAD

(Street)
NORTHFIELD IL 60093

(City) (State) (Zip)

2. Date of Event Requiring Statement (Month/Day/Year)
08/04/2026

3. Issuer Name and Ticker or Trading Symbol
STEPAN CO [SCL]
Foreign Trading Symbol

4. Relationship of Reporting Person(s) to Issuer
(Check all applicable)
Director
10% Owner
☑ Officer (give title below)
Other (specify below)
VP, Controller & PAO

5. If Amendment, Date of Original Filed (Month/Day/Year)

6. Individual or Joint/Group Filing (Check Applicable Line)
☑ Form filed by One Reporting Person
Form filed by More than One Reporting Person

Table I - Non-Derivative Securities Beneficially Owned

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Common Stock	9,319	D	
Common Stock	3,102	I	By ESOP II Trust

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Stock Option (Right to Buy)	02/21/2018[(1)]	02/20/2027	Common Stock	633	78.58	D	
Stock Appreciation Right	02/21/2018[(1)]	02/20/2027	Common Stock	1,899	78.58	D	
Stock Option (Right to Buy)	12/31/2018	02/20/2028	Common Stock	862	72.99	D	
Performance Shares	[(2)]	[(2)]	Common Stock	596	[(3)]	D	
Stock Appreciation Right	12/31/2018	02/20/2028	Common Stock	2,585	72.99	D	
Stock Option (Right to Buy)	12/31/2019	02/19/2029	Common Stock	703	92.29	D	
Performance Shares	[(4)]	[(4)]	Common Stock	662	[(3)]	D	
Stock Appreciation Right	12/31/2019	02/19/2029	Common Stock	2,109	92.29	D	
Stock Option (Right to Buy)	12/31/2020	02/18/2030	Common Stock	723	102.3	D	
Performance Shares	[(5)]	[(5)]	Common Stock	799	[(3)]	D	
Stock Appreciation Right	12/31/2020	02/18/2030	Common Stock	2,169	102.3	D	
Stock Option (Right to Buy)	12/31/2021	02/16/2031	Common Stock	514	123.73	D	
Stock Appreciation Right	12/31/2021	02/16/2031	Common Stock	1,541	123.73	D	
Performance Shares	[(6)]	[(6)]	Common Stock	336	[(3)]	D	
Stock Appreciation Right	12/31/2022[(1)]	02/15/2032	Common Stock	1,167	111.26	D	
Stock Appreciation Right	02/14/2024[(1)]	02/14/2033	Common Stock	791	109.92	D	

Table II - Derivative Securities Beneficially Owned
(e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Restricted Stock Units	03/04/2025 (1)	03/04/2027	Restricted Stock Units	119	(7)	D	
Stock Appreciation Right	03/04/2025 (1)	03/04/2034	Common Stock	976	87.5	D	
Performance Shares	(8)	(8)	Common Stock	522	(3)	D	
Restricted Stock Units	03/03/2026 (1)	03/03/2028	Restricted Stock Units	696	(9)	D	
Stock Appreciation Right	03/03/2026 (1)	03/03/2035	Common Stock	1,474	59.86	D	
Performance Shares	(10)	(10)	Common Stock	624	(3)	D	
Restricted Stock Units	03/02/2027 (1)	03/02/2029	Restricted Stock Units	1,249	(9)	D	
Stock Appreciation Right	03/02/2027 (1)	03/02/2036	Common Stock	1,789	50.06	D	

Explanation of Responses:

1. Vests ratably over three years beginning on the date shown.
2. Each performance share represents a contingent right to receive 1 share of Stepan Company Stock. The performance shares vest upon Stepan Company achieving certain financial targets by December 31, 2021.
3. Each performance share represents a contingent right to receive one share of Stepan Company common stock.
4. Each performance share represents a contingent right to receive one share of Stepan Company Common Stock. The performance shares vest upon Stepan Company achieving certain financial targets by December 31, 2020.
5. Each performance share represents a contingent right to receive 1 share of Stepan Company Stock. The performance shares vest upon Stepan Company achieving certain financial targets by December 31, 2022.
6. Each performance share represents a contingent right to receive 1 share of Stepan Company Stock. The performance shares vest upon Stepan Company achieving certain financial targets by December 31, 2024.
7. Each restricted stock unit ("RSU") represents a contingent right to receive one share of Stepan Company common stock.
8. The performance shares vest upon the certification of Stepan Company achieving certain performance goals for the performance period ending December 31, 2027.
9. Each RSU represents a contingent right to receive one share of Stepan Company common stock.
10. The performance shares vest upon the certification of Stepan Company achieving certain performance goals for the performance period ending December 31, 2028.

/s/ Darina A. Koleva, attorney-in-fact for Mr. Matthew J. Eaken	08/04/2026
** Signature of Reporting Person	Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, *see* Instruction 5 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, that the undersigned hereby constitutes and appoints each of Shawn G. Lisle, Kamel Aranki, Darina Koleva and James A. Hart, signing singly, as the undersigned's true and lawful authorized representatives and attorneys-in-fact to:

(1) execute for and on behalf of the undersigned, in the undersigned's capacity as an officer of Stepan Company ("the Company"), Forms 3, 4 and 5, and any and all amendments thereto, in accordance with Section 16 of the Securities Exchange Act of 1934, as amended (the "1934 Act"), and the rules and regulations promulgated thereunder;

(2) do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete the execution of any such form or schedule and the timely filing of such form or schedule with the United States Securities and Exchange Commission and any stock exchange or stock market or other authority; and

(3) take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorneys-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorneys-in-fact on behalf of the undersigned pursuant to this Power of Attorney shall be in such form and shall contain such terms and conditions as such attorneys-in-fact may approve in such attorneys-in-fact's discretion.

The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform all and every act and thing whatsoever requisite, necessary or proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorneys-in-fact, or such attorneys-in-fact's substitute or substitutes, shall lawfully do or cause to be done by virtue of this power of attorney and the rights and powers herein granted. The undersigned acknowledges that the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is the Company assuming any of the undersigned's responsibilities to comply with Section 16 or any other provision of the 1934 Act.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4 and 5 with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney to be executed as of this 28th day of July, 2026.

/s/ Matthew J. Eaken
Matthew J. Eaken