



SAFETY & HEALTH POLICY

Geon Performance Solutions believes safety and health are the highest corporate priority. It is our policy to conduct business in a manner that ensures the safety and health of employees, customers and the communities in which we operate.

Geon will be the leader in safety and health by setting aggressive goals, measuring performance and making adjustments when necessary. As a member of the American Chemistry Council, we have adopted Responsible Care® Guiding Principles and the Process Safety Management Practices to guide our efforts in continuous improvement in safety performance.

As a condition of employment, we expect and require each individual to work safely at all times, identifying opportunities for improvement, and make safe decisions on their work. We must share the philosophy that every injury is preventable. It is Geon's expectations that our stakeholders be equally committed to operating in a safe manner.

It is the responsibility of each person at Geon to give the highest priority to safety and health both on and off the job. Commitment, attitude and behavior are the most important factors in preventing injuries and illnesses and preserving health, and our practices reinforce these imperatives. Our commitment to excellence in safety and health is absolute.

A handwritten signature in black ink, appearing to read "Tracy Garrison". The signature is fluid and cursive, with a horizontal line underneath it.

Tracy Garrison, CEO
January 15, 2026