

The main objective of the ITW Reagents Division is growth. This growth must be healthy and sustainable. Most of the growth will come from our key customers, so it is essential to focus on customer loyalty.

To achieve this objective, the ITW Reagents Division has the following strategy:

1. The ITW Business Model:
  - It is a patented system of unique skills and capabilities, a powerful engine for differentiated performance. The best business model in the industrial space.
  - ITW's most important and valuable asset.
  - It is based on three essential pillars:
    - 80/20. We know that 80% of our Products and Customers represent only 20% of our Business. Therefore, we focus on a small portion of customers and products that contribute 80% of the results. We call this "our 80."
    - Customer-tailored innovation. It is based on the needs of the customer/end market and, therefore, "returns to the customer" rather than "coming from within the company" to offer unique proprietary solutions. This aligns with the division's strategic intent.
    - Decentralization. Decentralization means "flexibility within a framework," allowing our businesses significant autonomy in decision-making. This operational approach unleashes our entrepreneurial energy, fosters innovation, and drives superior long-term performance by enabling our businesses to tailor how they apply ITW's unique business model to better serve their key customers. We believe that decentralization helps us serve our customers better and is a critical component of ITW's competitive advantage.
2. Our strategic purpose states:
  - Provide **Excipients and Laboratory Products of the highest purity to the most demanding customers in the Pharmaceutical and Healthcare sectors**, leveraging our **expertise in the processing and purification of chemicals in a highly regulated environment** and in collaboration with our **Preferred Distribution Partners (PDP)** in the Laboratory Sector.
3. The Company has the following Values that guide all our decisions:
  - **Integrity in everything we do.** Despite our numerous brands and locations, suppliers and customers working with ITW can expect the same treatment wherever they are: honesty, transparency, and a company that always strives to do the right thing.
  - **Respect.** It drives performance, innovation, and community engagement. ITW has a broad and highly diverse workforce, with competent employees who bring to their work the richness of different cultures, languages, and experiences. We expect these differences to be met with respect and dignity, and all viewpoints to be acknowledged. Respecting employees' opinions at all levels and providing honest feedback fosters innovation.
  - **Mutual trust and trust in our company.** We trust that all ITW colleagues will act at all times with the highest professionalism and in the best interest of the company
  - **Shared risk.** As an innovation-based company, we understand that mistakes and trial and error can make us stronger, more expert, and may even trigger the next big idea. That is why we encourage taking reasoned and prudent risks in an environment where challenges are openly discussed and information is shared among everyone. We work as a team, sharing responsibility for the outcomes of risks and individual decisions.
  - **Simplicity.** We keep things simple by focusing on the core essence of any business opportunity, challenge, issue, or problem. The 80/20 principle is our core philosophy and the key tool driving simplicity in our thinking, processes, systems, and structures, concentrating on "the 20%" of any opportunity or problem that drives "80%" of the results. We use business structure as a key tool for simplicity: small, focused, and flexible versus large, complex, bureaucratic, and rigid.
4. **We work with a Business Security Strategy Framework that includes:**
  - Committed Leadership, Continuous Improvement Processes, providing a framework for setting objectives, commitment to compliance with legal requirements, Employee Engagement, Exceptional Management, commitment to eliminating hazards and reducing Occupational Health and Safety (OHS) risks, commitment to providing safe and healthy working conditions to prevent

work-related injuries and health deterioration that are appropriate to the purpose, size, and context of the organization and the specific nature of its OHS risks and opportunities; Frequent Safety Communication, Workplace Risk Assessments, Machine Protection, Use of PPE, Shared Responsibility in Safety, Visible Safety Signage. Commitment to environmental protection, including pollution prevention and other specific commitments.

**5. Our Corporate Social Responsibility (CSR):**

- We care for Our People, with a goal of Zero Accidents.
- We care about diversity. We have a special target of 30% Global Women Leaders.
- We care for Our Environment. We work to improve emission intensity and strictly comply with regulations. We analyze and minimize all environmental impacts throughout the life cycle of our products, starting with our suppliers, our manufacturing activities, and striving to influence our customers to use them responsibly.
- We pay special attention to the stakeholders in our business, both external and internal. We maintain relationships and collaborate on various projects with local, regional, and national public administrations, as well as with interested social groups.

As a Division belonging to the ITW group, we comply with several important policies that guide our operations and relationships with suppliers. Among them, the most relevant are:

- **Responsible Materials Policy:** We are committed to sourcing materials responsibly, intentionally avoiding minerals from conflict zones unless they are processed by smelters and refiners verified as "conflict-free."
- **Supplier Code of Conduct:** We expect our suppliers to uphold high ethical standards and conduct due diligence in their supply chains to ensure the responsible sourcing of materials.
- **Human Rights Policy:** We respect human rights and oppose modern slavery and human trafficking in all our operations and supply chains.

Additionally, as members of **RSPO (Roundtable on Sustainable Palm Oil)**, we commit to complying with key policies to promote the sustainable production of palm oil, which we use as a raw material in the manufacture of some of our products.

We also comply with **Halal** standards and procedures that ensure our products and services meet the regulatory, quality, and religious requirements of our Islamic customers.

**These policies reflect our commitment to sustainability, ethics, and respect for human rights.**



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