



NORTHERN TECHNOLOGIES INTERNATIONAL CORPORATION POLICY STATEMENT ON HEALTH, SAFETY, ENVIRONMENT AND SECURITY (HSE&S)

Northern Technologies International Corporation (NTIC) is in the business of converting unique environmentally beneficial materials science into value added products and services for industrial and consumer applications. We believe that we are responsible to our worldwide customers, our people, our communities and our stockholders, and we take these responsibilities seriously. We are dedicated to investing in the future of our planet and our people and intend to continue to invest in HSE protection and improvements in a timely manner consistent with available technology while adhering to all applicable laws.

All our activities are underpinned by NTIC's core principles of integrity, sustainability and safety. Therefore, we must:

- Exercise honor, humanity, and disciplined management in our actions.
- See a unified world through the global perspectives of our people.
- Ensure that the environment becomes a better place because of what we do.
- Invest continuously in our future.

Each business unit of NTIC aids in greener manufacturing, energy production and facilities. From Zerust corrosion solutions for industrial and Oil & Gas applications to Natur-Tec offering high-quality certified biobased and 100% compostable resins and products, NTIC is actively working towards better environmental solutions and promoting sustainability.

It is NTIC's policy to comply with environmental laws and regulations applicable to its businesses around the world and to manage its businesses in an environmentally responsible manner in order to reduce its impact on climate change. Where our policy, procedures, and external commitments are more stringent than local laws, we will operate in accordance with our standards. In addition to compliance with laws and regulatory requirements, NTIC will pursue the following objectives in close cooperation with our customers, suppliers, distributors, and other service providers:

- Ensure that all activities across the value chain are conducted in a manner which is consistent with NTIC's Quality Management Standard (ISO 9001:2015) and HSE programs, including:
 - selection and evaluation of suppliers, contractors, and other service providers;
 - research, design, engineering, construction, and commissioning of new projects; and
 - customer facing activities, including technical service at our customer sites.
- Comply with environmental laws and regulations applicable to its businesses around the world and to manage its businesses in an environmentally responsible manner. NTIC has an environmental management system (EMS) to establish the operational controls related to the identified significant environmental aspects of NTIC's internal operations and activities; the goods and services used by NTIC and communicating relevant requirements to our suppliers and subcontractors
- Ensure that business activities are conducted to prevent harm and protect the health and safety of our customers, employees, contractors, the public, other stakeholders, and the environment through rigorous implementation of target setting and monitoring processes according to the NTIC HSE program.
- Develop, manufacture, distribute and market our products and services with full regard for HSE aspects.
- Protect people, assets, intellectual property, and critical information from accidental or deliberate harm, damage, or loss.
- Openly communicate on the nature of our activities, encourage dialogue and report progress on our HSE performance.

To achieve this, NTIC will do the following:

- Establish targets within our Quality Management Standard (ISO 9001:2015) and HSE programs and measure progress to ensure continuous improvement in HSE performance.
- Provide safe and healthy workplaces for our employees, contractors, and other service providers.
- Encourage suppliers to operate in an environmentally responsible manner to minimize adverse effects on the environment in alignment with NTIC's HSE policy. Our suppliers must comply with all applicable environmental laws and follow all applicable requirements related to permitting, licensing, and reporting. Suppliers are encouraged to conserve energy and natural resources,

to avoid the use of hazardous materials where practical, and to engage in activities that reuse and recycle materials.

- Provide information, instruction, and continued training to enable employees to meet their responsibility to contribute to compliance with the HSE objectives.
- Provide appropriate HSE information for all contractors, customers and other service providers who work for us, handle our products, or operate our technologies.
- Protect the environment by:
 - 1) Disposal of scrap film generated by subcontractors
 - 2) Recycling and composting internally generated waste
 - 3) Electricity, lighting, heating & cooling of building
 - 4) Handling, storage & disposal of hazardous material
 - 5) Disposal of NTIC product after use
- Continuing to develop products that help preserve resources and the environment.
 - Continuing to prevent or minimize negative environmental impact due to our facilities, activities and products through appropriate design (research and development and engineering), manufacturing, maintenance processes, product distribution and by promoting circular thinking with responsible material use and waste management practices as detailed in the EMS policy.

This policy applies to NTIC and its subsidiaries worldwide, where we have a majority ownership. We expect and will encourage other partners (including Joint Ventures, third party manufacturers, subcontractors and suppliers) where we do not have operational control to operate according to these standards.

NTIC will inquire and self-report failures to adhere to this policy and failure to comply may result in termination of NTIC's relationship.