

INNOPHOS

*COMMUNITY ENGAGEMENT
MEETING*



Registration online:



AGENDA

- Welcome / Introductions
- Introduction to Innophos
- DOE Grant and Project Overview
- Break - refreshments
- Community Benefits Plan
- Questions and Community Needs
- Survey / Feedback

Registration online:



WELCOME AND INTRODUCTIONS - NASHVILLE

- Host: Nashville Food Project
- Food: Nashville Food Project Catering
- Emergent Method – Nikki Godfrey
- Innophos Team
 - Josh Horenstein – SVP, Chief Legal and Human Resource Officer
 - Don Yowell, Nashville Plant Manager
 - Rich Chmiel, Senior Director, Human Resources
- Partners in Attendance
 - Chamber of Commerce
 - Urban League of Middle Tennessee
 - Vanderbilt University
- Special thanks to Grant Management Associates



INNOPHOS HISTORY



1902 – Victor Chemical Works

1959 – Stauffer Chemical acquires Victor

1987 – Rhone Poulenc acquires Stauffer

1998 – Rhodia spun off

2004 – Sells to Bain Capital forms Innophos

2006 – Innophos IPO on NASDAQ (IPHS)

2011-13 – Acquires Kelatron, AMT, Triarco, and
Chelated Minerals Int'l

2020 – Acquired by One Rock Capital Partners

INNOPHOS LOCATIONS

ADMINISTRATIVE OFFICES

Cranbury, NJ

Mexico City, Mexico

Taicang City, Jiangsu, China

Sao Paulo, Brazil



MANUFACTURING FACILITIES

Chicago Heights, Illinois

Chicago Waterway, Illinois

Geismar, Louisiana

Nashville, Tennessee

North Salt Lake, Utah

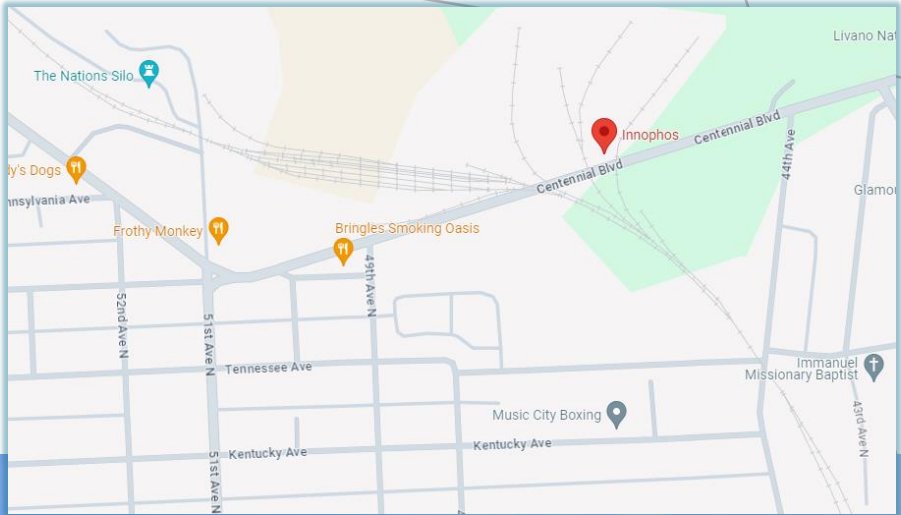
Taicang City, Jiangsu,
China

Ontario, Canada

Veracruz, Mexico

Guanajuto, Mexico

NASHVILLE, TENNESSEE



INNOPHOS PRODUCTS AND SOLUTIONS

Phosphates are in thousands of products people use every day

Baked goods

Beverages

Dairy

Meat, Seafood and Poultry

Dietary Supplements

Pharma

Asphalt

Battery Materials

Fire Safety

Plant Nutrition

Water Treatment and Sanitation



INNOPHOS CAREERS

Leadership

Management

Marketing

Accounting / Finance

Customer Service

EHS

Engineering

Human Resources

Information Technology

Legal

Logistics

Manufacturing

Operations

Procurement

Project Management

Quality Assurance

Technology

QC / Microbiology

R&D

Sales

Supply Chain



INNOPHOS EMPLOYEE BENEFITS

- ✓ Health, dental & vision insurance
- ✓ 401K plus with company profit share and matching contributions up to 5% of salary
- ✓ Disability and Life Insurance
- ✓ EAP
- ✓ Gym membership reimbursement
- ✓ Vacation, sick time and other PTO



EXPANSION PROJECT RELATED JOBS

PPA Expansion

QC Lab tech
Loader Operator
Process Operator
Production Shift Lead
Production Permit Coordinator
Utilities Operator
Facilities Technician
I/E Tech
Maintenance Lead
Mechanic
EHS Specialist
Process Engineer
Project Engineer
Senior Project Manager
Controls Engineer
Mechanical Engineer
Electrical Engineer
Purchasing Specialist

POLY Expansion

A Electrician HVAC
A Machinist
Acid Plan Operator
Acid Treater ERT
Production Coordinator
QC Lab Technician
Senior Project Manager
Project Engineer
Process Engineer
Controls Engineer
Mechanical Engineer
Electrical Engineer
Purchasing Specialist

Iron Phosphate Plant

Plant Operator
Shipping
Mechanic
I/E
Supervisors
Process Engineer
Maintenance Engineer
Packer
Lab Tech
Production Scheduler
HR Support
Operations Manager
Maintenance Manager
Admin Support
Sr. Project Manager
Project Engineer
EHS Specialist
Process Engineer
Controls Engineer
Mechanical Engineer
Electrical Engineer
Lab Technician – LFP Pilot
R&D Scientist – LFP Pilot
Purchasing Specialist



ENVIRONMENTAL CONSIDERATIONS

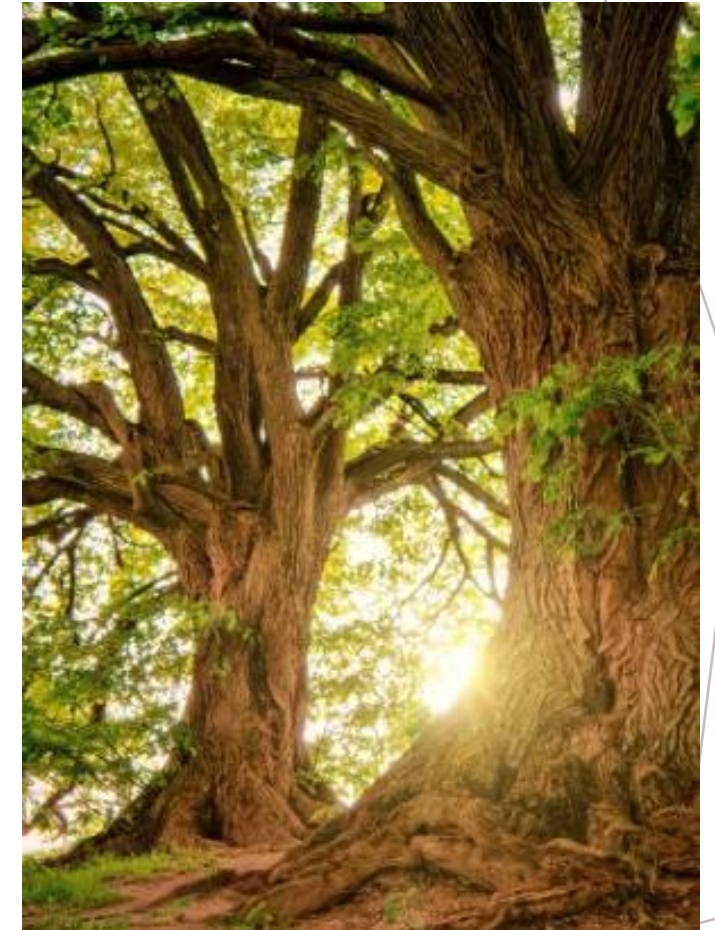
- ❑ Long history of responsible operation
- ❑ Existing effective EHS policies and practices implemented for expansions
- ❑ ESH committee meets regularly to develop, implement and track EHS initiatives
- ❑ Bronze rating from Ecovadis, leading globally-recognized business sustainability assessment platform



www.innophos.com/who-we-are/about-us/social-impact

EHS & SUSTAINABILITY VISION STATEMENT

- ✓ Protection of the natural environment by minimizing pollution and preventing spills and other incidents
- ✓ Valuing biodiversity and actively contributing to the preservation thereof by assessing and monitoring our impact on protected areas within our vicinity
- ✓ Operating our facilities in accordance with all applicable laws, rules and regulations
- ✓ Engaging with the community to achieve greater understanding, improve performance and promote the safe and sustainable consumption of our projects.
- ✓ Requiring our suppliers to conduct their respective operations in accordance with all applicable laws, rules and regulations
- ✓ Striving for an injury-free workplace through a strong health and safety program supported by high employee engagement and training program
- ✓ Targeting reduction of energy use, water consumption and greenhouse gas emissions by our operations while minimizing waste



DEPARTMENT OF ENERGY GRANT

- **Objective:** Domestic supply chain for renewable technology components & materials
- **Funding Sought:** \$200M for manufacturing expansion
- **Proposed Project Overview:** Expand facilities – precursors for EV and Energy Storage Batteries
- **Community Benefits Plan (CBP):**
 - Community Outreach and Engagement
 - Quality Jobs & Career Opportunities
 - Reduce Pollution and Climate Change
 - Job Training Opportunities / Internships
 - Other benefits such as access to low-cost capital
 - Support local organizations
 - Seeking community input for more benefits
 - More to cover after the break



10-MINUTE BREAK

COMMUNITY BENEFITS PLANNING

Proposed Community Benefits:

- Continued community outreach and engagement
- Job opportunities through openings locally
- Subcontractor opportunities
- Workforce related support to nonprofits
- Internships through educational partners
- Scholarships through educational partners
- Revolving loan fund for low-cost access to capital
- Long-term support of local organizations



PARTNER ORGANIZATIONS IN TENNESSEE



QUESTIONS OR CONCERNS AND IDENTIFYING COMMUNITY NEEDS



Questions about Innophos or project

Concerns about the project

What other community benefits would you like to suggest or discuss?

Please complete our online survey:

www.surveymonkey.com/r/Innophos



COMMUNITY SUGGESTIONS

List

List



THANK YOU!

- Innophos Email Contact
info@innophos.com
- Link to Tennessee Landing Page and event stream / recording
<https://www.innophos.com/news/240227-tennessee-community>
- Link to Social Impact Page
<https://www.innophos.com/who-we-are/about-us/social-impact>
- Link to Event Survey online:
<https://www.surveymonkey.com/r/Innophos>

