



## Group Policy: Risk Management

Synthomer is committed to effective risk management as an integral part of its business activities.

The aim and purpose of this policy is to facilitate effective risk management throughout Synthomer plc and to ensure continued growth and success of the business, taking and managing risk in an informed way. Explicit and effective risk management is a source of insight and competitive advantage. As such, forward-looking risk management must be a cornerstone of decision-making.

The key objectives of this policy are to ensure that business objectives are not hindered by reasonably foreseeable risks and threats and to ensure Synthomer plc complies with and follows the UK Corporate Governance Code and the rules of the UK Listing Authority.

The Chief Executive Officer of Synthomer, supported by the Executive Team, has overall responsibility for providing assurance to the Board that sufficient measures have been implemented within the Group to meet the risk management policy. Primary responsibility for risk management lies with the respective Executives' and their teams.

Specifically, we will:

- ▶ Promote an enterprise-wide approach by integrating risk management processes within management decision-making, business strategy and compliance related activities;
- ▶ Promote a standard and consistent approach and methodology for the identification, assessment, response and monitoring of risk;
- ▶ Implement suitable and sufficient measures to eliminate or manage risks, recognising that risk is embedded in all our activities and that underlying risk appetite is key to effective decision making;
- ▶ Conduct appropriate monitoring to provide assurance (to shareholders, the Board, customers, employees and suppliers) about the effectiveness of risk management measures;
- ▶ Assess principal risks (and the effectiveness of risk management measures) twice annually to ensure the risk profile is kept up to date and reflects the climate in which Synthomer operates, and providing a report to the Executive Team and Audit Committee summarising the assessment;
- ▶ Ensure compliance with requirements within the UK Corporate Governance Code (and UK Listing Authority rules) including maintaining sound risk management and internal control systems.

A handwritten signature in dark ink, appearing to read "Peter Hill".

**Peter Hill**  
**Chair**  
Synthomer plc  
July 2025

A handwritten signature in dark ink, appearing to read "M. Willome".

**Michael Willome**  
**Chief Executive Officer**  
Synthomer plc  
July 2025