

VANTAGE: Enabling Tomorrow's Solutions Today

Vantage® is a leading global supplier of naturally derived specialty ingredients and formulations that cater to the evolving needs of consumer and industrial markets. Built on a core of surfactant chemistry and a backbone in natural fats and oils, our premier bio-based platform derives its value by connecting our vertically integrated product portfolio, formulation expertise and differentiated service to solve our customer's challenges across attractive, high growth markets and applications.

Headquartered in the United States (Deerfield, IL, a Chicago suburb), Vantage has sales exceeding \$1 billion, a dedicated team of more than 1,000 employees, and a global footprint across 13 countries.

<p>1000+ Employees</p> <p>Agile, results-oriented, collaborative culture</p>	<p>CUSTOMER FIRST</p> <p>Powerful combination of products, formulation and service</p>	<p>Vertically Integrated</p> <p>From Farms to Formulations®</p>	<p>13 Countries</p> <p>Global Footprint</p>
<p>CONSUMER SOLUTIONS</p> <p>Personal Care & Beauty</p> <hr/> <p>Food</p>	<p>\$1 Billion+</p> <p>Global Sales (2022)</p>	<p>Backbone in Natural Fats & Oils</p> <p>Core chemistry of natural-based surfactants</p>	<p>PERFORMANCE SOLUTIONS</p> <p>Performance Technologies</p> <hr/> <p>Consumer Technologies</p>

Under the leadership of Steve Doktycz, a 34-year veteran of the chemical industry, its tenured leadership team represents decades of industry experience coupled with entrepreneurial spirit and a passion for natural chemistries.

Since its inception in 2008, the Company's evolution has been realized through a combination of aggressive inorganic growth alongside focused commercial efforts, significant capital investment into our manufacturing assets, strategic entry into geographic markets and niche acquisitions to develop our leading portfolio of natural based specialty ingredients.

Vantage is backed by H.I.G., a leading global alternative investment firm with \$58 billion of equity capital under management with a focus on the small and midcap segments of the market, with a minority investment by The Jordan Company.

For more information: www.vantagegrp.com

CUSTOMER FIRST GROWTH IN CONSUMER MARKETS

Vantage is structured in two divisions, Consumer Solutions and Performance Solutions.

Consumer Solutions includes two high-growth market-facing business units: **Vantage Personal Care** and **Vantage Food**. Performance Solutions includes the Company's industrial market-facing business, **Performance Technologies**, as well as its **Consumer Technologies** business which focuses on growing Vantage's presence in broader consumer markets such as pharma and life sciences.



Vantage Personal Care™ is a fast-growing, agile provider of forward-looking solutions, formulations and ingredients for the personal care and cosmetics industry. The business represents approximately 34% of our annual contribution margin.

With an emphasis on skin care, sun protection, hair care and color cosmetics, Vantage Personal Care is a focused innovation partner committed to solving customer challenges across form, function and efficacy needs. The business offers a comprehensive product portfolio with a synergistic combination of chassis ingredients and a broad range of tailored ingredients to support functional, active and marketing claims. It is also one of the fastest developers of new product concepts in sensorial textures, skin health, delivery systems and natural oils through its Spark Innovation™ platform, formulation troubleshooting, new product development, and alternative sourcing solutions.

Vantage Personal Care has an international manufacturing footprint supported by 10 formulation laboratories around the world focused on delivering targeted regional support to our customers. As a global leader in natural jojoba, the Company offers complete end to end production and supply chain From Farms to Formulations® and is the only supplier with farms in two hemispheres (Argentina and the United States) with complementary harvest seasons to ensure reliable supply.



Vantage Food™ offers commercial bakers, food manufacturers, foodservice companies and institutions a customized, integrated approach to operational efficiency through a synergistic combination of processing ingredients, proprietary application equipment and industry expertise. The business unit represents approximately 22% of our annual contribution margin.

Deeply entrenched with its customers, **Vantage Food** provides extensive technical support and collaboration. Its multifaceted approach to solving customer challenges is demonstrated through its differentiated solutions for multiple value tiers (premium to value) and innovative new product solutions aligned to industry trends such as automation and clean labels. Its comprehensive, on-trend product



portfolio of formulated release agents, specialty emulsifiers and stabilizers, oils and equipment are designed to achieve superior performance and cost outcomes.

With more than 40 years of industry experience and enduring quality, Vantage Food has evolved its industry leading position with the acquisition of well-known and trusted brands including Mallet and Company, The Amarna Company and Textron Plimon Natural Oils.

Vantage Leuna - specialty chemicals are our expertise

Vantage's largest production site in the EMEA (Europe, Middle East, Africa) region is located in Leuna, near Leipzig in eastern Germany, which the company acquired in 2019.

The 96,000-square-meter site, which employs around 130 people, is certified to the DIN EN ISO 9001:2015 quality standard and produces over 70.000 metric tons of chemical specialties annually, 50% of which are sold in Germany and the other half across the globe.

Vantage Leuna is the world's leading producer of taurates and their precursors - so-called mild surfactants used in particular in sulfate-free shampoos and personal care products.

The plant also produces specialty surfactants, chlorinated paraffines and intermediates covering a wide range of applications, including, household & industrial cleaners, pet food, specialty textiles and flame retardants.



Personal Care



- Best in Class Customer Experience
- Forward Looking Technical Solutions for Skin Care, Hair Care, Sun Care and Color Cosmetics
- Agile formulation platform to accelerate innovation and speed to market for indie brands and contract manufacturers
- Vertically Integrated Jojoba Platform
- From Our Farms to Your Formulations ©



Food



- Vantage Food is a market leader in the food industry.
- We work collaboratively with our customers to provide custom solutions for any food operation, large or small.
- Our integrated approach includes industry experts, processing ingredients and precision spray equipment that helps increase operational efficiency and your peace of mind.



Life Science



- Best-In-Class Producer of High Quality Fatty Acids & Glycerin
- Supply Consistency Due to Modern Bio-Based Intermediate Manufacturing Facilities with Highly Automated, Continuous Production
- Geographic Supply Chain Advantage



Industrial Specialities



- Technical Solutions Provider for Niche & Specialty Industrial Applications
- Plant-derived, biodegradable raw materials for lubricants and metalworking fluid
- Fully-formulated process cleaning solutions, coating removers and other surface treatments for aerospace, electronics circuit assembly and other high-reliability industrial markets

The Role

POSITION SUMMARY

You want to establish yourself as a trend-setting partner for the Leuna site as part of our region-wide change process? You are looking for a position with great creative freedom and room for joint development? You are ready to drive change and make a lasting impact on our company's future as an important part of the EMEA / APAC HR team leveraging your knowledge and experience? You feel comfortable as part of a team where appreciation and mutual respect are the basis of cooperation?

Then you are the right person for us and we look forward to receiving your application!

POSITION SCOPE

You are responsible for taking the HR processes at Vantage Leuna to the next level. Together with your stakeholders and our international HR team, you develop solutions for everyday challenges that make our ways of working more sustainable and further strengthen our corporate culture. You share proven best practice advice and actively support the implementation of these measures. Reporting directly to the HR Director EMEA/APAC and partnering with the local leadership team to support just over 130 employees, this role will be located in the Leuna production site.

ESSENTIAL DUTIES AND RESPONSIBILITIES

HR Manager (m/w/d)

- As the first point of contact for employees and managers at the site, you are responsible for HR work across the entire employee life cycle - from contract creation and onboarding, to conducting employee interviews, resolving labor law issues, to leaving the company.
- You work closely with managers and teams to find suitable solutions to challenges as well as to define holistic change concepts and corresponding role clarifications.
- Taking into account all legal, collective bargaining and personnel-related requirements, you will be responsible for planning and implementing personnel measures.
- You maintain a trusting and constructive cooperation with the works council in day-to-day processes and support the HR Director in the implementation of local collective agreements and guidelines.
- In international HR projects, you will be involved in the implementation of new HR tools and technologies to better support employees and managers.

- As a constructive interface to the Group HR functions of the HR Service Center (including Talent Acquisition, Talent Management, Payroll), you ensure compliance with our global process standards and facilitate networking and employer branding activities.
- You will drive a consistent One Vantage culture across the region and site.
- In cooperation with the management team and, if applicable, the works council, you will ensure the implementation of company guidelines at the site with regard to legal, collective bargaining and labor law changes.
- You keep the Local Management and HR Leadership Team up to date by compiling and evaluating HR key figures, reports and statistics.

The Ideal Candidate

DESIRED BACKGROUND

- You are an experienced HR professional with several years of relevant operational HR professional experience in a comparable role.
- You have a degree in economics, psychology, law with a focus on human resources or a comparable qualification.
- Knowledge of labor law and works constitution law as well as experience in working with the works council are your strengths.
- Ideally, you have already gained professional experience in the chemical industry or in dealing with companies subject to collective bargaining agreements.

KNOWLEDGE, SKILLS & TALENTS

- You are characterized by an independent, structured and solution-oriented way of working with a distinctive hands-on mentality.
- You will win over your stakeholders with your consulting skills, empathy and negotiating skills, coupled with a confident demeanor.
- A high sense of quality and responsibility are a given for you.
- You achieve your goals with assertiveness combined with diplomatic skills and the ability to work under pressure.
- Your integrity, reliable personality with very good communication and social skills creates trust among managers and employees.
- Fluency in German and English complete your profile.

Our Offer

- Attractive conditions: competitive remuneration and company pension scheme. 30 days of vacation per year are a standard benefit.
- Your employment is permanent in full-time with flexible working hours.
- Responsibility for people and the planet: Our corporate standards place the highest priority on safety, ethical principles and shaping a sustainable future.
- A dynamic, international and intercultural corporate culture, characterized by teamwork, respect and mutual appreciation.
- Shaping the future: We find that the knowledge, qualifications and motivation of our employees: inside are the key to the company's success. Each individual has the opportunity to make an important contribution to this.
- Development opportunities: Vantage supports your personal professional development for a successful career.

WE ARE A MATCH?

Great! Please send us your application documents by e-mail as PDF file to Isabell.Leidner@vantagegrp.com.

We look forward to getting to know you!

Vantage Specialties Germany GmbH complies with all data protection regulations. With your application, you give us permission to use your documents internally (within and outside the EU) as part of your application process.