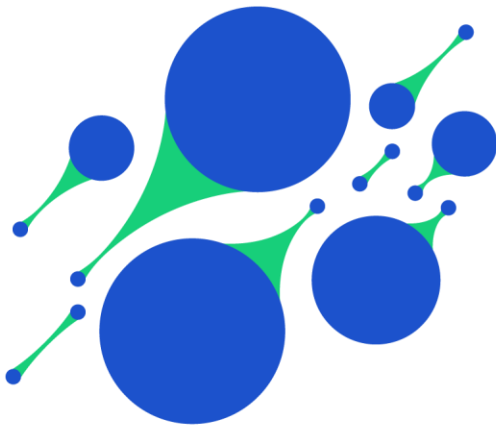




Supplier code of conduct

Updated: 16.04.2025.

Scope and purpose

The supplier code of conduct below applies to all suppliers of ipox chemicals GmbH and ipox chemicals Kft.

ipox is committed to its sustainable development in all business activities, including environmental, social and economic aspects. We require our employees to act in accordance with the highest ethical and legal standards with respect to our Sustainable Procurement Policy; we are determined to work with suppliers who are engaged in the same principles of sustainability and ethical behaviors. We want to strengthen partnerships with our suppliers through transparency, collaboration, innovation and focus on excellence. We fulfill our corporate social responsibility in procurement activities so as to be a company trusted and chosen by our valued suppliers, customers and partners. ipox chemicals seeks to ensure sustainable growth and profitability to become a leader in sustainable epoxy market solutions by providing a premium level of innovation capacity. While doing so, it is essential that we are committed to our own high standards of legal compliance, integrity and business ethics. We strive for reaching our goals and we expect the same from our suppliers. We seek to work with suppliers who also have a solid sustainability management system in place, to ensure mutual long-term and sustainable success.

The purpose of this document is to provide clear and realistic goals for our suppliers, regarding ways of conduct.

General information

This document shall be communicated to all suppliers of ipox, and shall be maintained and updated as needed. Adhering to it is expected from all suppliers from the date of effectiveness - that is equal to the date of signature.

Suppliers confirm with their signature, that they've read, understood and accepted the contents of this document and the contents of the attached sustainable procurement training of ipox.

What we expect from our suppliers

- To maintain a safe and healthy working environment at all times and provide access to protective equipment and safety training for all employees.
- To conduct business in accordance with all applicable laws and not engage in any form of corruption, bribery, fraud, money laundering and/or conflicts of interest. In particular, to not offer any gift, entertainment or other benefits to attempt to improperly influence any ipox chemicals employee or representative.
- To promote and respect fundamental human rights. In particular to treat employees fairly, avoiding child labor and forced or trafficked labor and other unfair working conditions. To provide a safe workplace where every form of discrimination on the basis of race, skin color, age, gender, sexual orientation, ethnicity, religion and disability is strictly prohibited. No harsh or inhumane treatment shall be permitted.
- To invest in the education and training of all employees and to provide support through their career development.
- To strive for an overall employee and customer satisfaction and well-being, by implementing respective measures.
- To manage environmental issues and operate in a sustainable way and to strive to cut their use of resources, waste and emissions in carrying out their business operations in accordance with applicable laws and regulations.
- To strive for reducing the environmental impact of the company by implementing respective measures.
- To compete fairly in accordance with all applicable competition laws.
- To respect the intellectual property rights of others.
- To adopt a similar approach within their supply management system and to strive for working with suppliers who are engaged with the same principles of sustainability and responsible purchasing.
- Not to use any conflict minerals as raw materials that would provide a source of funding to armed groups.
- To fill out and provide the completed ipox chemicals' Supplier Self-Assessment Questionnaire or at least to provide their own documents certifying that cooperation is conducted in conformity with our expectations of how we understand responsible business.
- To read and accept, the attached sustainable procurement training material of ipox.
- To confirm with their signature that they've read, understood and accepted the contents of this document and the contents of the attached sustainable procurement training material of ipox.

Date, Signature