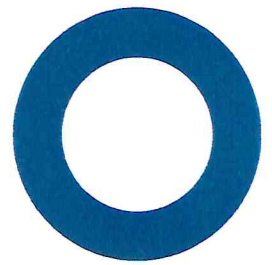


Corporate Governance Codex OQEMA GROUP

**Statement of fundamental values, objectives and principles by which
OQEMA acts and conducts its business.**

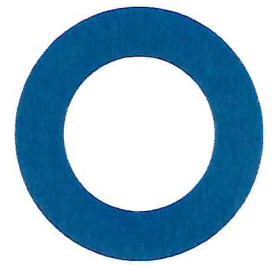
Preliminary remark:

This policy statement for OQEMA serves to define the company's fundamental values, commitments and objectives. It serves as a guideline for ethical behavior, sustainability and quality in all areas of the company. Through clear principles and standards, it defines the framework for responsible behavior, customer orientation, employee engagement, social responsibility and compliance. Overall, it supports OQEMA in fulfilling its mission and fulfilling its responsibility towards the environment, society and stakeholders.



Contents

Our commitment to responsibility.....	3
Areas of application.....	3
Our products.....	3
Our locations	3
Our employees.....	4
... Our supply chain	5
Our responsibility towards human rights.....	5
Data protection	5
Our whistleblower system	6



Our commitment to responsibility

Aware of the pressing environmental and social challenges facing our world, OQEMA is committed to a clear guiding principle - sustainability. Our policy statement is more than just a document; it is the expression of our deep conviction that we as a company have a crucial role to play in shaping a sustainable future. At OQEMA, we see sustainability as an integral part of our identity and our actions. As a family business that has always thought across generations, we take responsibility for our role as a manufacturer and distributor in the chemical industry and as a member of the global community. Our policy statement reflects our concrete commitments to have a positive impact on the environment and society. Through clear principles, innovative approaches and a sustainable business strategy, we strive to change the way we produce, act and shape the world around us. This policy statement is our commitment to a sustainable future and a promise to all who work with us: We will continually strive to fulfill our responsibilities and contribute to a world worth living in, not just for us, but for generations to come.

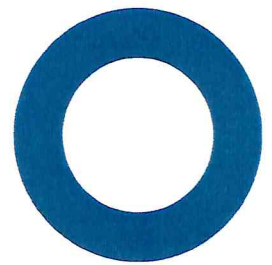
Areas of application

For OQEMA, sustainability is not just a guiding principle, but a commitment that materializes in various areas of application. Our commitment to a sustainable future extends across several key areas: Our customers and suppliers Employees Energy efficiency Our product range Social commitment Our efforts in these areas of application are intended not only to minimize our environmental impact, but also to make a positive contribution to a sustainable future worth living. We are convinced that sustainable action is not only a responsibility, but also creates opportunities for progress and innovation.

Our products

In the chemical industry at OQEMA, sustainability is not just a goal, but an integral part of our product philosophy. Our commitment to environmentally friendly chemical solutions is reflected in various aspects of our product range. We use innovative green chemistry approaches to ensure that our products are not only effective but also environmentally friendly. This means that we are constantly looking for ways to minimize environmentally harmful processes and introduce sustainable alternatives to conventional methods. We select our raw materials carefully, taking into account environmental and social standards. We prefer materials that are obtained in a resource-saving manner and are ecologically sound. In this way, we not only guarantee the quality of our products, but also minimize their ecological footprint. For us, sustainability means not only environmental compatibility, but also performance. Our products should meet the highest quality standards and at the same time increase efficiency in order to minimize the consumption of resources. We consider the entire life cycle of our products, from production to transportation and disposal. This holistic perspective enables us to better understand potential environmental impacts and take targeted measures to minimize them.

Our locations

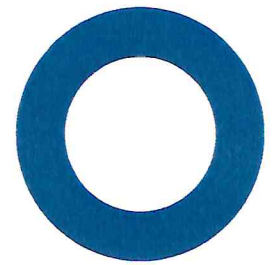


OQEMA's presence spans multiple locations and our commitment to sustainability is deeply rooted at each of them. We see our sites not just as operations, but as key players in our mission to build a sustainable future. We implement environmental management standards at each of our sites to ensure that our activities are in line with local environmental regulations. We focus on efficiency measures to reduce energy consumption, minimize waste and integrate environmentally friendly technologies. We recognize that sustainability can have different regional facets. We therefore adapt our strategies to local conditions and look for opportunities to achieve positive social and environmental impacts in the respective community. Our sustainable standards at OQEMA sites are an integral part of our corporate philosophy.

...

Our employees

At OQEMA, we are convinced that sustainable action not only depends on our products and processes, but is also largely driven by our committed employees. We understand that our employees are the driving force behind our mission to create a sustainable future and expect them to play a central role in various aspects. The commitment of our employees is at the heart of our sustainability efforts. Through their passion, expertise and willingness to collaborate, they play a key role in ensuring that OQEMA is not only commercially successful, but also has a positive impact on the world around us. Together, we are shaping a sustainable future in which every employee plays a decisive role. OQEMA is fully committed to the principles of anti-discrimination and actively promotes diversity in our corporate culture and workforce. We firmly believe that the integration of different perspectives, backgrounds and skills is crucial to our collective success. Anti-discrimination and diversity are at the heart of our commitment to an inclusive and respectful workplace. We firmly believe that the integration of different perspectives, backgrounds and skills is crucial to our shared success. Anti-discrimination and diversity are at the heart of our commitment to an inclusive and respectful work environment. We are committed to ensuring that every employee, regardless of gender, skin color, religion, sexual orientation, disability or ethnic origin, receives the same opportunities and respect. Discrimination in any form is not tolerated, whether on an individual or structural level. OQEMA understands that internal diversity is a source of strength and innovation. By encouraging people with different backgrounds and perspectives, we create a dynamic and creative working environment that enables us to better respond to the needs of our customers and to continuously develop. OQEMA is actively committed to identifying, nurturing and supporting talent, regardless of personal characteristics. Our personnel development programs aim to create an inclusive environment in which every employee can develop their full potential. We are committed to regularly training and sensitizing our employees in the area of anti-discrimination and diversity. This serves to create awareness, reduce prejudice and ensure that all employees develop a deep understanding of the importance of diversity in our organization. OQEMA will communicate and regularly review its anti-discrimination and diversity efforts transparently. We strive to create a working environment based on openness, trust and mutual respect.



Our supply chain

At OQEMA, as one of the leading distribution companies in the chemical industry, we pay particular attention to our supply chain. In the chemical industry, the supply chain plays a critical role and at OQEMA we understand that sustainability extends far beyond our own operations. Our commitment to a sustainable supply chain spans multiple dimensions. Our vision is to create not just sustainable production, but a sustainable value chain. Through responsible partnerships throughout the supply chain, we strive to create a greener future where every actor actively contributes to environmental protection and social responsibility. In accordance with our Code of Conduct, we are guided by the requirements of the Supply Chain Protection Act (LkSG) in our company and expect the same from our suppliers and those involved in our supply chain.

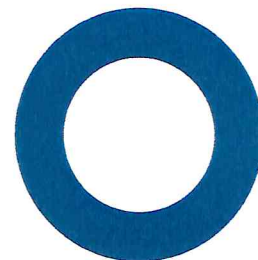
...

Our responsibility towards human rights

In the context of an increasingly globalized world, it is of crucial importance for companies to promote concrete measures to promote human rights, prevent child labour and safeguard workers' rights. For OQEMA, as a leading chemical distribution company, it is essential to play a pioneering role in these contexts in particular. We are committed to respecting and promoting human rights in all our business activities. Respect for human rights should not only be ensured within our own corporate structures, but also along the entire supply chain. We have a zero-tolerance policy towards any kind of child labor and also ensure that no products or services are provided in violation of child labor standards. All OQEMA suppliers are encouraged to review their business practices and ensure that no child labor is involved in their processes. OQEMA is committed to fair working conditions and respects the right of workers to freedom of association and collective bargaining. In our business and corporate world, we ensure that every measure is taken to ensure that all employees enjoy fair wages, reasonable working hours and safe working conditions. As part of these efforts, we are fully committed to the continuous improvement of our sustainability performance. This includes regularly reviewing our sustainability goals and adapting our business practices accordingly. We are convinced that a clear positioning of OQEMA on human rights, child labor and workers' rights is not only in line with the global sustainability goals, but will also contribute to strengthening the company's competitiveness and success in the long term.

Data protection

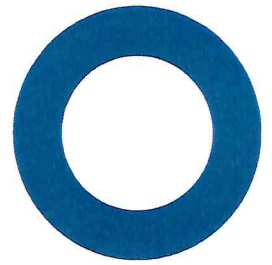
At OQEMA, we take the protection of personal data very seriously. We are committed to complying with data protection regulations in accordance with applicable laws and regulations. We only collect, process and use personal data for clearly defined purposes. We ensure that the data can only be viewed by authorized persons and that appropriate technical and organizational measures are implemented to protect the data. We inform our customers, suppliers and employees transparently about the use of their data and do not pass it on to third parties without their consent, unless this is required by law or necessary to fulfill our



obligations. Data protection is not only a legal obligation for us, but also an important contribution to the trust of our stakeholders and the protection of their privacy.

Our whistleblower system

At OQEMA, we are committed to providing a space for all our employees and external parties to criticize and report violations and to encourage affected persons to report any matters that violate our Code of Conduct and the ethical behavior of our company. In such cases, the Chief Compliance Officer, the respective Compliance Officers, the respective supervisor and our whistleblower system are available to receive reports. At OQEMA, we expect our employees and external parties to report any violations immediately. We assure all parties involved that any reports will be handled discreetly and consistently, and this policy applies to compliance cases of all employees and managers of the OQEMA Group at all branch locations. This policy applies to the management of all compliance cases received at OQEMA Group locations and reported to the central Compliance Office.



OQEMA AG

Liedberg, den 8. Mai 2024



CEO
Patrick Barthels



CFO
Hartmut Kunz



COO
Philipp Junge

...