

SUPPLIER CODE OF CONDUCT



FOREWORD

Our purpose to 'make the world a brighter place' guides our decision-making and activities.

Our Commitments
We strive to promote sustainable development by achieving economic growth without harming our planet or exhausting its resources. Sustainable practices can contribute to any company's success by not only safeguarding its future development but also improving the quality of life for our planet's current and future inhabitants[1]. Sustainability is deemed to make a significant contribution to any company's success and to safeguarding its future development.

Our corporate conduct is characterized by a sense of responsibility as well as ethical principles, based on our commitment to the Universal Declaration of Human Rights, the fundamental Conventions of the International Labour Organization, the United Nations' Global Compact (UNGC), the United Nations' Guiding Principles of Business and Human Rights and the OECD Guidelines for Multinational Enterprises and compliance with applicable legislation.

With our commitment to respect internationally recognized human rights[2] as incorporated in the Universal Declaration of Human Rights[3] we strive to protect them in all our business dealings. This includes our supply chain. We therefore apply due diligence with the aim of safeguarding and fostering human rights together with our suppliers.

Since 1994 Covestro[4] is also part of the voluntary **Responsible Care™ Initiative** by the German Chemical Industry Association (VCI) aimed at continuously improving health, environmental protection, and safety at its member companies.

As a founding member[4] of the **Together for Sustainability (TfS) Initiative**, we fully support its principles in the areas of ethics, labor & human rights, health and safety, environment and related management systems.

Our policies
Our commitments to the well-established principles of sustainability are expressed in the fundamental policies of the Covestro Group:

- With its **Sustainability Policy**, Covestro has clearly defined its commitment to the principles of sustainable development.
- Covestro's Group-wide **Human Rights Policy Statement** defines our position on human rights and declares our commitment to safeguard and promote human rights in all our business dealings through adequate risk management and transparent reporting.
- The **Covestro Code of Conduct** sets the basic standard regarding how we must act in our business dealings and behave towards each other within the Covestro group.

Our expectation
The principles expressed in Covestro's Supplier Code of Conduct comprise an important component of supplier selection and evaluation and builds the basis for our collaboration with suppliers.

This Supplier Code of Conduct is therefore made available to our suppliers with the goal of strengthening our mutual understanding of how sustainability should be practiced in day-to-day business.

With this Supplier Code of Conduct, we mirror the rules we have accepted for our own business activities and conduct to our suppliers and subcontractors.

Our standards are expressed in the paragraphs ‚Our Rules'. In the sections 'Your Responsibility', we express and explain our expectation to all our **suppliers and subcontractors** to adhere to the principles expressed in this Supplier Code of Conduct and to assume responsibility towards their **own employees** as well as **business partners**, **society** and the **environment**.

Moreover, we expect our suppliers to replicate these standards further up the supply chain. In Chapter 4, we describe what we consider to be the organizational and procedural prerequisites for an effective management system to live up to these principles and express our expectations with view to a fruitful collaboration for our goals.

[1] Covestro Sustainable Development Policy
[2] Covestro Human Rights Policy Statement
[3] To the extent relevant in or transferrable to the business context
[4] Covestro – as Bayer Material Science and member of the Bayer group

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PEOPLE. PLANET • PROFIT • ESTABLISH

LABOR AND EMPLOYMENT

Our Principle:

We provide and enable fair and respectful working conditions.

Our Rules

We at Covestro provide and enable a work environment that lives up to the human right of fair working conditions which includes inter alia compliance with child labor laws, protection of persons under the age of 18 ('young workers'), prohibition of forced labor, fair pay, the right to rest, parental protection, respect for physical integrity, and freedom from discrimination and harassment. We safeguard the freedom of association including the right to refrain thereof.

We create an inclusive work environment built on dignity, respect and trust. We respect the needs and beliefs of colleagues and value inclusion and belonging.

We base employment decisions exclusively on job-related requirements and an individual's qualifications to perform a job. All aspects of employment including hiring, promotion, compensation, and benefits are carried out free of discrimination or harassment based on national, ethnic, or social origin, race or color, religion or belief, age, health status or disability, genetic information, veteran status, sex (including pregnancy), sexual orientation, gender identity, gender expression or any unlawful criterion, existing under applicable laws.

Your Responsibility

Avoid any sort of child labor or forced labor in your own operations and provide adequate protection to young workers.

Aim to end bullying and harassment in your own operations and ensure that no unjustified differential treatments occur based on national, ethnic or social origin, race or color, religion or belief, age, health status or disability, genetic information, veteran status, sex (including pregnancy), sexual orientation, gender identity, gender expression or any unlawful criterion, existing under applicable laws.

Ensure that you pay your employees, as well as your suppliers, a remuneration in line with local minimum wage requirements, if applicable, or in any case at a level that ensures a decent standard of living and social security, including timely payment and without deductions as a disciplinary measure.

Ensure that working hours allow for sufficient rest for employees, at least in line with local laws.

Respect your employees' right to association in workers representations, political parties and other lawful associations as well as the right to collective bargaining.

Ensure that any security services employed respect the physical integrity of any person as well as their rights expressed in this Supplier Code of Conduct.

Duly consider the educational and training needs of your employees.

Avoid any sort of child labor or forced labor in your own operations and provide adequate protection to young workers. We also expect that you monitor the risk of child labor and forced labor with your suppliers, including compliance with regulations on conflict minerals, and take adequate mitigation measures.

What You Should Know

Discrimination: The practice of treating a person differently based on Non-Work-Related Criteria.

Harassment: Refers to behavior which is not welcome and is intimidating, offensive or hostile, that creates a negative work environment, makes someone feel threatened, or negatively affects someone's work performance.

Child Labor: Employment of a person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country of employment, whichever is greater.

Young Workers: Persons under the age of 18 that deserve special protection of health, safety and moral in order not to jeopardize their personal development.

PEOPLE.

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HEALTH & SAFETY

Our Principle:

We take care of ourselves and others by prioritizing safety and health at all times.

Our Rules

We at Covestro ensure a safe work environment with safe working conditions.

We identify, assess and mitigate potential hazards to health and safety throughout our operations, considering potential sources of hazard, and establishing required processes and procedures.

We stay alert to potential hazards to people's health and safety from our products throughout their lifecycle as well as from our operations and take appropriate action. We source materials and services responsibly and in compliance with all applicable laws.

We ensure that all personnel are adequately trained to prevent hazards in connection with their work responsibilities.

We provide necessary and adequate personal protective equipment as well as other supporting equipment to achieve optimum safety.

We establish, maintain and train on emergency preparedness as well as incident reporting and remediation procedures.

We maintain our license to operate by ensuring safe reliable operation and the elimination and mitigation of process safety risks, accomplished through our iterative process and machinery safety reviews, rigorous management of change process and risk-based work permitting.

We grant access to clean sanitary installations, drinking water and eating facilities, and establish safe and appropriate temperature, sufficient lighting and ventilation.

Your Responsibility

Comply with all applicable health and safety regulations and ensure adequate training of staff.

Ensure that adequate safety information relating to your products or services is available to all persons handling the products, not least including your own employees and those of Covestro.

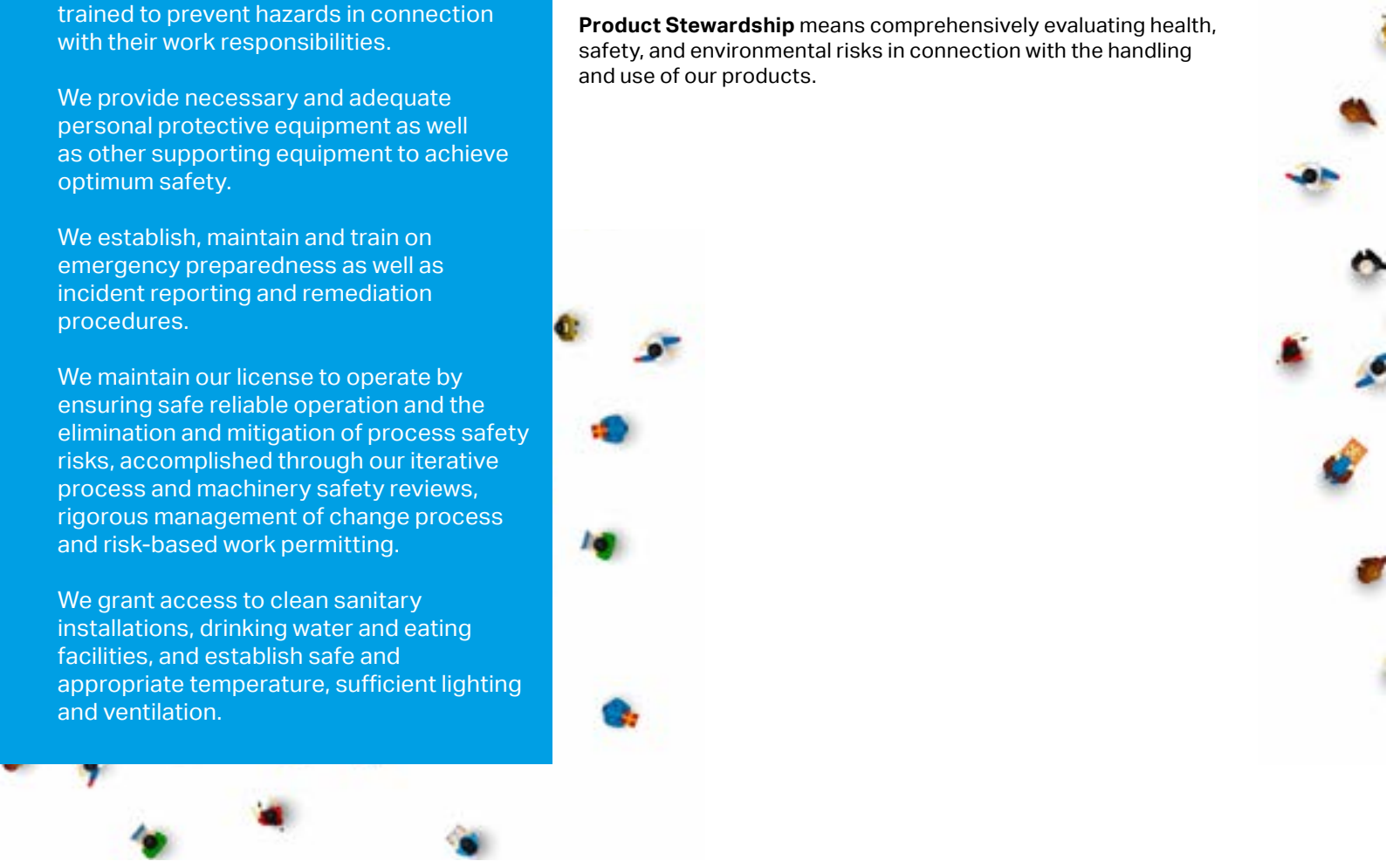
Protect any person potentially affected by your operations from physical or mental harm, by establishing and applying appropriate safety procedures, controls, preventive and protective measures and equipment.

Provide access to clean sanitary installations, drinking water and eating (and, if applicable, sleeping/rest) facilities and establish safe and appropriate temperature, sufficient lighting, and ventilation.

What You Should Know

Safety Management means to provide safe and healthy workplaces, prevent work-related injuries and illnesses, and continuously improve the safety performance.

Product Stewardship means comprehensively evaluating health, safety, and environmental risks in connection with the handling and use of our products.



DATA PRIVACY

Our Principle:

We respect the human rights to privacy of individuals and protect personal data.



Our Rules

We collect and process personal data of employees, business partners, investors, and other stakeholders during normal business activities and in accordance with applicable data privacy requirements.

We protect personal data to safeguard the personal rights and privacy of individuals while we ensure secure and legitimate data exchanges and efficient business processes.

If a data breach occurs, we notify affected individuals and/or competent authorities timely as required by applicable laws.



Your Responsibility

Collect or process personal data only as necessary for a specific purpose.

Solely use personal data for the specified purpose and delete it after the fulfillment of this purpose, taking into consideration local retention requirements and any applicable legal holds.

Inform individuals about the processing of their personal data, in particular the nature, scope and purpose of the processing.

Take steps to always protect personal data against loss or counterfeiting and work to prevent unauthorized access or unlawful use.

Report any known or suspected data privacy incidents or breaches to your supervisor, local data privacy officer or member of the legal team.

What You Should Know

Data privacy laws apply to personal data. This includes information that can be associated with a natural person (= the data subject), even if the identification of the person can be determined only by a combination of information or by random additional knowledge.

The accidental or unlawful loss, theft, deletion or destruction, modification, unauthorized disclosure or access to personal data could result in a data privacy incident or breach.

If the security of personal data is compromised, it may create a risk to the rights and freedoms of the persons concerned. Therefore, it is important for employees to report such situations immediately so they can be evaluated, addressed accordingly and avoided in the future.



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ENVIRONMENT AND PRODUCT STEWARDSHIP

Our Principle:

We safeguard individuals and the environment during the lifecycle of our products.



Our Rules

We continually work to improve our greenhouse gas emissions and establish goals and implement actions to achieve net zero.

We respect the human rights of individuals and communities potentially affected by our operations and our products by constantly working on emissions, waste, wastewater and pollutants from our operations.

We obtain and uphold all necessary permits for our operations and ensure that all conditions and requirements are adhered to.

We respect all living beings and strive to minimize animal testing while ensuring the safety of our products.

We respect the natural resources and conditions of livelihood throughout our fresh water, raw materials, and land use. Specifically, we are committed to the responsible use of water resources in water stress regions in light of an increasing water scarcity around the world to safeguard sustainable access to adequate quantities of acceptable quality water for sustaining livelihoods, human wellbeing, and socio-economic development.

Your Responsibility

Perform adequate risk assessments of your products and operations and define and implement measures accordingly, with the aim of minimizing the human and environmental impact of your operations at least with respect to energy usage, emissions, waste, wastewater, hazardous substances, pollutants and raw material use.

Manage and maintain your operations in line with all applicable quality, safety and environmental regulations and standards, including emergency preparedness. This includes in particular the requirements of the Minamata Convention on Mercury[5] , the Stockholm Convention on Persistent Organic Pollutants[6] and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal[7], where applicable.

Inform Covestro of any hazards in your operations and products or services that may affect Covestro, its employees, its products or its customers.

Strive to lessen the environmental impact of your activities, products and services, and develop innovative solutions that support your customers in improving their resource efficiency and reducing emissions.

If applicable, minimize the use of animal testing by using alternatives, to the extent scientifically possible and acceptable to regulators.

What You Should Know

Process Safety means implementing robust, reliable safety measures to prevent accidents, thus ensuring the safe manufacturing, storage, and handling of product, and securing the health and well-being of our employees, stakeholders and the environment.

An **Environmental Management System** comprises the identification of environmental aspects and manage the environmental impacts effectively.

All chemical products placed on the market undergo a multiple step product assessment process.

Resource-efficient processes in your operations help to protect the environment and at the same time cut the costs associated with materials, energy, emissions, and disposal management. Economic and environmental considerations help to use resources, materials, and energy conscientiously. This also includes topics such as water scarcity and the purchase of resource and energy-efficient products and services as appropriate.

Product Stewardship means comprehensively evaluating health, safety, and environmental risks in connection with the handling and use of our products.

[5] of October 10, 2013
[6] of May 23, 2001
[7] of March 22, 1989

PLANET.

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CIRCULARITY

Our Principle:

We will be fully circular.

Our Rules

Circular Economy is our vision and pathway to addressing our industry's two major challenges, climate neutrality and re-using plastic at the end of its use time as valuable raw material again.

Key building blocks for realizing a circular economy are green energy, alternative raw materials, innovative recycling technologies, and partnerships along the entire value chain.

Long-term, we strive to use entirely non-fossil sources for our energy supply and our raw materials and run the carbon used for our products in loops. Our future raw materials will be entirely CO2, bio, or waste based, likely a combination of all these three sources.

Your Responsibility

Contribute to quickly find and implement sustainable practices to stop environmental pollution and the overexploitation of the world's increasingly scarce natural resources.

What You Should Know

Working towards a Circular Economy means finding new solutions that run carbon in a loop and making them economically viable.

The transition to a Circular Economy entails the opportunity to intensify and innovate the way we work together with our customers and with the whole value chain.

Keeping end-of-life materials in value cycles is a shared responsibility as well as a business opportunity to which everyone - Covestro, our customers and suppliers, and the end-consumers - can contribute to.



COMPETITION AND ANTITRUST

Our Principle:

We compete fairly in the marketplace.

Our Rules

We compete on the merits of our products and services and firmly support the existence of a free and open market.

We do not agree with (potential) competitors upon prices or price elements, delivery quantities, margins, costs to be borne or other trading conditions.

We do not agree on or allocate markets with (potential) competitors (especially in relation to market shares or quotas), customers or territories.

We do not share strategic information with competitors.

We do not control directly or indirectly the resale prices of our customers.

We do not agree directly or indirectly on export bans, territorial protection, exclusivity for customers or online resale limitations without prior involvement of Law Intellectual Property and Compliance.

In case of a dominant position, we strictly respect the special antitrust rules for these situations.

Your Responsibility

Be fair, factual and complete in your advertising, sales and promotional materials.

Do not make agreements with (potential) competitors about sales prices, price components, or delivery quantities. The same applies to agreements with (potential) competitors regarding markets (especially market shares or quotas), customers, or territories. Strictly avoid exchanging of so-called strategic/competitively sensitive information (including prices, quantities, costs, customers, technology, capacities, investments, R&D information) with (potential) competitors, unless the antitrust sensitivity has been eliminated in advance (e.g., through sufficient aggregation/anonymization of the information or sufficient age of the data).

Do not limit or control – neither directly nor indirectly – the antitrust-protected freedom of Covestro to independently set resale prices.

Do not propose or enter into any agreement with any other party regarding whether or how to bid.

What You Should Know

Even when circumstances get difficult for business resorting to unlawful agreements with competitors is not acceptable. Compliance is the only permissible course of action, even in a crisis. Violations of the antitrust laws of the individual countries and regions in which Covestro does business, including, in particular, U.S. and European antitrust laws, can have dramatic consequences for the company.

CORRUPTION PREVENTION

Our Principle:

We reject all forms of corruption.

Our Rules

We do not tolerate corruption and will refuse any business opportunity with both, public and private sectors, that involves any form of unjustified payment, bribe or other advantage.

We prohibit any facilitation payments to expedite routine administrative actions.

Your Responsibility

Do not engage in or tolerate corruption, extortion, or embezzlement. Do not offer bribes or other illegal incentives to business partners, and do not accept such offers. Payments or the transfer of valuables to private individuals or public officials, intended to influence business decisions or otherwise induce them to act against their obligations, are strictly prohibited.

What You Should Know

Bribery means giving, offering or promising anything of value to gain an improper business advantage.

Facilitation payments are giving of a small payment of cash or anything of value to a government official to secure or speed up a routine government action to which Covestro is entitled to.

Kickbacks are bribes fulfilled after an enterprise has awarded a contract to a third party.

Anti-corruption laws do not distinguish between the acts of a company and the acts of a third-party performing services on behalf of a company. In certain circumstances, Covestro may be held responsible for the acts of intermediaries.

Intermediaries include any agents, consultants, major suppliers, freight forwarders and/or custom brokers and/or any other third parties.



INTELLECTUAL PROPERTY RIGHTS

Our Principle:

We protect and respect intellectual property rights.

Our Rules

We take utmost care to ensure that our intellectual property rights are legally protected to the fullest extent.

We respect the valid, legally recognized intellectual property rights of others and do not use them without permission.

Your Responsibility

Do not pass on, intentionally or unintentionally, confidential information or trade secrets obtained from Covestro without the consent of Covestro.

Protect business data against unauthorized access.

Protect Covestro products or know-how that you have access to from counterfeiting and alterations. The same applies for products supplied to Covestro.

Respect the valid, legally recognized property rights of third parties and do not use them without permission.

What You Should Know

Intellectual property rights include patents, trademarks, utility models designs, copyrights, and trade secrets.

Intellectual property rights are the ‘reward’ for the endeavors and expenditures in the areas of research and development, marketing and business development, and are extremely valuable business assets.





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IT / OT SECURITY

Our Principle:

We protect our information and in general our IT and production systems in a modern and efficient way.

Our Rules

We take utmost care to ensure the security of the information we create, process and handle.

Your Responsibility

When developing applications or systems for Covestro, as well as when using them, always pay attention to security, i.e. build robust systems with information encryption where possible, up to date, secure components and reduce access rights to a required minimum.

If you spot a security issue related to Covestro, contact Covestro's Cyber Defense Team.

What You Should Know

There is no digitalization without security. Information Security ensures both technical and regulatory compliance and enables us to stay in business.





FOREIGN TRADE LAW COMPLIANCE

Our Principle:

We comply with applicable foreign trade laws and sanctions.

Our Rules

We comply with foreign trade law provisions and sanctions that regulate cross-border transfers of goods, software, and technology.

We ensure proper export classification of goods, software, or technology to determine if they require government authorization for export.

We maintain strict policies regarding interaction with state sponsors of terrorism and other sanctioned countries or persons. We forbid activities intended to circumvent foreign trade laws.



Your Responsibility

Ensure proper export classification of goods, software or technology to determine if they require government authorization for export and shipment to Covestro, in particular Dual-Use items.

Confirm all necessary licenses or authorizations are in place before any export transaction, and adhere to all export license or license exception requirements. Make Covestro aware of any collaboration requirements in this context.

Properly identify, mark and retain all export-controlled technology as required. Obtain proper authorizations prior to sharing with or making available export-controlled technology to Covestro personnel.

Ensure the items supplied to Covestro are not imported directly or indirectly from embargoed countries.

Ensure all the items supplied to Covestro have been sourced in accordance with applicable laws and regulations, and have not been obtained in violation of any sanctions or embargoes imposed by the all applicable national, regional and international laws.

What You Should Know

Sanctions (including embargoes) can restrict trade in goods and services.

Foreign Trade laws regulate cross-border transfers of goods, software, and technology that can be used for military or weapons proliferation purposes, as well as for the violation of Human Rights.
Some countries also control the release of technical data to foreign nationals within their borders.

Technology: Specific information necessary for the development, manufacture or use of a good.

Dual-use items: Goods, software and technology that may be used for both civil and military purposes. Dual-use items subject to export control are specified in EU, US or other local laws.



INSIDER TRADING COMPLIANCE

Our Principle:

We are committed to safeguarding equal opportunity in securities trading.

Our Rules

In the interests of fair disclosure, we treat all Covestro shareholders and major target audiences the same when it comes to the provision of information and we announce any important corporate news without delay.

We give shareholders timely access to information that Covestro publishes outside of Germany in compliance with applicable foreign capital market regulations.

We prohibit using inside information for personal gain or the gain of others. We also prohibit to disclose to another person any inside information without authorization or to induce someone to buy or sell a financial instrument on the basis of inside information.



Your Responsibility

Maintain strict secrecy with respect to any inside, non-public information about Covestro that could affect its share price.

If you have inside information do not

- purchase or sell Covestro financial instruments,
- cancel or modify any orders that you have placed before receiving inside information, or
- recommend buying or selling Covestro financial instruments to anyone.

What You Should Know

The aim of the provisions of insider trading law is to protect the integrity of capital markets and investor confidence in that integrity.

Insider trading laws prohibit trading in securities on the basis of non-public information or the sharing of such information with third parties.

Whoever uses insider knowledge for himself or herself or others and then buys or sells financial instruments becomes punishable - regardless of the way in which he or she learned of the insider information.

Common **examples** of inside information are:

- unexpected (positive or negative) quarterly or annual results of the Covestro Group (including outlook).
- unexpected changes in the management of the company, in particular in Covestro AG's Board of Management (e.g., appointment of a new CEO).
- material changes in the Group strategy,
- significant M&A activities.
- unexpected changes with regard to the authorization of products or processes.
- unexpected failure to grant or unexpectedly revoke operating licenses of essential installations.
- successes or failures in very important court trials.



CONFLICT OF INTEREST

Our Principle:

We disclose conflicts of interest and address them consistently and transparently.

Our Rules

Private interests and personal relationships must be kept separated from the business interests of Covestro.

Your Responsibility

Conflicts of interest must be avoided wherever possible.

You are responsible to disclose any actual, potential or perceived conflict of interest to your Covestro contact.

What You Should Know

A **conflict of interest** may arise in various contexts of our work and can affect actions and decisions. Having a conflict of interest is not wrong per se, but it can become a problem if an employee does not disclose the conflict or if the employee's private interests are not clearly separated from the business interests of the company.

Even if no improper interference occurs, it might nevertheless appear to other employees or third parties that there is a conflict of interest influencing the decisions being made rather than objective criteria.

If not handled correctly, conflicts of interest can cause serious financial and reputational damages for the company, but also lead to negative consequences for employees and supervisors if not handled correctly.





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ESTABLISHING A MANAGEMENT SYSTEM

Our Principle:

Conduct business in a sustainable way, by managing compliance risks and risks to People, Planet and Profit in a systematic way, by striving for continuous improvement.

Our Rules

Compliance with all applicable laws, regulations and contractual agreements is the basis. However, we do not stop there: Establishing and maintaining management systems to systematically identify and analyze legal and factual risks, define and implement preventive and remediated measures, monitor effectiveness and continuously improve and enhance products and performance are key principles of good corporate conduct and governance and ensure sustainable business success in the broadest sense.

In any situation which we consider to pose a risk to an individual´s or a group of individuals´ human rights as well as to the other principles and rules set forth in this Supplier Code of Conduct, we act by the principle of 'engagement before retreat': We will collaborate with our suppliers and subcontractors to remediate any violation that has occurred during the business relationship. We also aim to support our suppliers in developing measures to prevent such violations in the future.



Your Responsibility

We expect you to implement mechanisms to identify, analyze and manage risks in all areas addressed in this Supplier Code of Conduct, including but not limited to compliance with applicable laws, regulations and contractual agreements, and maintain appropriate documentation.

We encourage you to communicate the expectations from this Supplier Code of Conduct to your suppliers and subcontractors, in order to ensure sustainable business relationships throughout the supply chain.

We appreciate that you continuously improve your sustainability performance.

We expect that you provide a complaints procedure (a 'grievance mechanism') for your employees, for your direct and indirect suppliers and subcontractors and other potentially affected individuals or groups of individuals to report concerns regarding compliance with the principles set forth in this Supplier Code of Conduct, and that you safeguard the individual´s rights to confidentiality and privacy throughout any resulting investigation and proceedings.

We expect from you to duly collaborate in the investigation of facts regarding an alleged violation and in the consequent remediation of a confirmed violation or agreed area of improvement, including for example by defining and following a corrective action plan.

We appreciate when you inform your Covestro contact person of any concern regarding compliance with the principles set forth in this Supplier Code of Conduct. Any of your employees can also do so by using the

Covestro SpeakUp! line

If you want to report a suspected violation of this Supplier Code of Conduct, Covestro offers a phone hotline and a web-reporting tool (available 24/7) - open or anonymously.

These reporting channels can also be used to report suspected risks or violations of human rights in the supply chain.

Phone:
China: 400-120-0203
Germany: 0800-181-8850
Netherlands: 0800-351-0054
USA: 1-833-373-1003

Other countries: The telephone numbers for all countries can be found under covestro.ethicspoint.com

Web Reporting: covestro.ethicspoint.com

Any form of retaliation or intimidation for reporting a suspected compliance violation in good faith or for the participation in any investigations is prohibited.

To improve transparency on how reported complaints are handled, an operating procedure[8] for our corporate grievance mechanism is published on our external website.

[8] https://www.covestro.com/-/media/covestro/corporate/company/management/compliance/documents/covestro-grievance-mechanism-operating-procedure.pdf?rev=142f79bc4d-fb43f38130b1e3a674d212&hash=00694410CC3917CC5F59AD-36430FD9CB



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