

Policy statement on human rights strategy

I - Integration of fundamental human and environmental rights issues into business activities

As a company in the chemicals and plastics industry, our products make an important contribution to the prosperity of society. They are used in areas such as mobility, healthcare, sport and leisure. It is our mission to create sustainable solutions together with people who are passionate about progress. Respecting human rights and protecting the environment are fundamental prerequisites for all our business activities.

We are guided by the relevant declarations of the United Nations, in particular the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. We demonstrate our commitment to this by participating in the UN Global Compact and the associated obligation to comply with the 10 principles relating to labor and human rights, environmental issues and anti-corruption. Climate protection is a key concern for us and an important part of our corporate governance, which ensures compliance with all legal regulations.

The above statements and principles also form the basis of our Code of Conduct, in which we comprehensively set out our ethical standards for ourselves and our business partners. The Code of Conduct has been in place for many years and is regularly reviewed and updated if required. In order to internalize the company-wide Code of Conduct, new employees receive the Code of Conduct when they start working at the company. In addition, compliance training courses are held for all employees at regular intervals.

II - Implementation of due diligence obligations in accordance with the LkSG

The Group's management is committed to complying with and monitoring human rights and environmental due diligence obligations in accordance with the LkSG in its business activities. This includes the Group's own business areas as well as its supply chains.

Various corporate divisions that deal with the requirements of the Supply Chain Act in the operational business work together to fulfill the due diligence obligations. Specifically, these are the Corporate Governance, Corporate Sustainability and Corporate Procurement departments. The team is supplemented by other experts from the subsidiaries. The roles of the Human Rights Officer, the person in charge for the Management System, the Ethics Committee and Procurement are clearly defined and assigned. The involvement of various departments and the separation of responsibilities for implementing the requirements of the LkSG ensure both the dual control principle as well as independence.

The basis for our activities in the context of implementing the Supply Chain Act is the risk-based approach, taking into account the appropriateness criteria in accordance with Section 3 (2) LkSG. Accordingly, a risk management system has been established that defines the functions involved, the respective responsibilities and the criteria for carrying out the abstract and concrete risk analysis as well as an evaluation standard for the effectiveness of risk management.

A risk analysis in accordance with Section 5 (1) LkSG is used to identify and analyze risks for the violation of human rights or environmental rights in the company's own business area. These risks are also identified and quantified for existing and new suppliers. Our ability to influence the respective contractual partners is also taken into account. We place the same fundamental expectations on our suppliers in the supply chain with regard to compliance with human rights and locally and globally applicable environmental rights as we do on ourselves.

The results of the risk analysis are taken into account in our procurement processes. Appropriate preventive measures are defined for identified risks. The risk analysis and preventive measures are reviewed annually to ensure they are up to date and effective and updated if necessary.

As a globally active group of companies in the distribution of plastics and chemicals, the compounding and recycling of engineering plastics and the production of ceramics and binders, a significant proportion of our purchasing volume is supplied by large chemical companies as well as trading companies. Based on our own operations and the supplier structure, the following priority risks were identified:

- Failure to comply with occupational health and safety obligations under the law of the place of employment
- Unequal treatment in employment
- Causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption that significantly impairs the natural basis for the preservation and production of food, denying a person access to safe drinking water

It should be noted that the list of priority risks may change as part of the continuous risk analysis, which also leads to a corresponding update of the policy statement.

Appropriate remedial measures are defined in the event of violations of human rights or environmental obligations in the company's own business area or within the supply chain. The requirements of the law are considered and the relevant BAFA guidelines are taken into account. The remedial measures are reviewed annually and on an ad hoc basis to ensure that they are up to date and effective. If necessary, adjustments will be made.

In addition to risk analysis and news monitoring, we rely on an effective complaints management system to identify violations of human rights or environmental obligations. This is publicly accessible, including the complaints procedure, both to employees in our own business area and to external parties. The complaints management system fulfills the requirements of the law and guarantees independence in the assessment of the report and determination of measures, as well as the anonymity of the reporter if

desired. The effectiveness of the complaints management system is reviewed as required or at least annually.

The implementation of the due diligence obligations is documented internally on an ongoing basis. The first report in accordance with Section 10 of the Supply Chain Act will be published in 2025.

Hamburg, in July 2024

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Chief Finance Officer

The original version (in German language) of this document is signed