

TROX Global Procurement Policy Statement

"At TROX, people are always at the center of everything we do. Since the company was founded in 1951, this basic principle has particularly shaped our dealings with external customers and suppliers. The foundation-owned TROX Group defines sustainability and the associated three essential aspects of ecology, economy, and social issues as part of its corporate DNA. The TROX values form the foundation for this:

Trust Safety Reliability
Quality Sustainability
Tolerance Fairness Authenticity

Through a cost-optimized, secure and sustainable supply, we ensure the success of our customers together with our suppliers.

Only together can we meet the demands of the market and further expand our market position. Our partners are experts in their field and keep us up to date on new technical developments in their area. We strive for early involvement of suppliers and long-term partnerships.

We want to set new standards with our suppliers and ensure TROX's commercial and innovative competitiveness in the long term - globally.

TROX Purchasing and the suppliers undertake to value diversity (the conscious, appreciative handling of diverse services and experience) and to treat each other fairly.

We expect our suppliers to:

- Conduct business in an environmentally, socially, and economically

responsible manner and in compliance with the applicable laws of the countries in which they operate

- Orientation towards TROX's core values and adoption of these values by its own suppliers.
- Offer goods and services that are environmentally, socially and economically responsible throughout the supply chain.
- Unreserved acceptance of human rights.
- Acceptance of the TROX Supplier Code of Conduct.

The goal of TROX Purchasing is to shape, guide and develop the relationship between TROX and its suppliers.

Our goal is to achieve the best result through fair and competitive bidding conditions, taking into account the following aspects:

- Our actions are based on our Global Supplier Code of Conduct, which contains the TROX standards for business principles and sustainability requirements.
- TROX Purchasing selects the suppliers/service providers together with the specialist department based on defined criteria, whereby the Purchasing department has the decision-making authority.
- Performance criteria are used for supplier onboarding, supplier nomination and supplier evaluation as

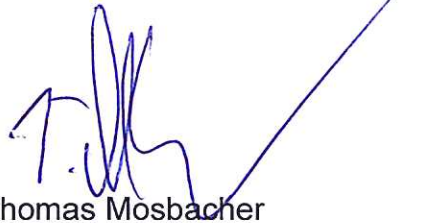
well as the sustainability level and the CO2 footprint of the suppliers.

- No maverick buying: Binding orders to suppliers may only be placed by the purchasing department. Under no circumstances may the department make promises or commitments to suppliers.
- We encourage and support a cooperative approach with suppliers for innovative and sustainable solutions and promote fair and transparent competition in the procurement of goods and services.
- We do not tolerate corruption, bribery, facilitation of payments or fraud in any form.
- We avoid conflicts of interest between personal and professional relationships. This includes financial interests in or control over suppliers, or other obligations to competitors of TROX, customers or others. In addition to the integrity-related obligations, the TROX Anti-Corruption Standards provide for strict requirements regarding gifts and entertainment as well as payments to third parties.
- TROX Purchasing performs due diligence on both existing and new suppliers:
 - Including (pre-)qualification processes and verification of sustainability, integrity, human rights, working conditions, health, safety and financial stability.
 - Evaluate and monitor the performance of our suppliers to identify opportunities for improvement and potential violations of our business principles as set out in our Supplier Code of Conduct, and seek joint problem resolution in the event of violations of our business principles as set out in our Supplier Code of Conduct.
 - We expect our suppliers to prevent or remedy these violations. TROX will terminate relationships with suppliers with whom we cannot agree on a solution.
 - We will use our influence on our suppliers and seek a joint problem solution in the event of violations of our business principles as set out in the Supplier Code of Conduct.”




Udo Jung

Geschäftsführung



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Oliver Casper

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