

August 2023 LINUMGROUP "Code of Conduct"

Dear relation

With this letter, we would like to draw your attention to our Code of Business Conduct (the "Code"), which we are introducing to support our commitment to ethical business practices throughout the supply chain.

We at LINUMGROUP are very proud of our excellent reputation, which is reflected in our core values of integrity, probity and respect for the law. This has enabled us to achieve our current leading position in the sectors in which we operate and means that all our stakeholders (employees, customers, suppliers, investors and numerous communities to which we can deliver) trust us and enjoy working with us.

We are aware that our continued success requires strict adherence to these core values. The Code contains clear guidelines on how to act in accordance with these core values and how ethics are paramount in all our business interactions. In relation to you, our suppliers and customers, it confirms that we always strive to be a good partner who behaves in an honest and sincere manner. This also means that we can only work with partners who strictly adhere to ethical practices, which are in line with our own, and who meet the relevant standards in the areas of human rights, health and safety, environmental protection and compliance with laws and regulations.

For this purpose, we have developed the Code, which sets out what we expect from you as our valued business partner of our group. Please read this letter and the Code carefully. We are confident that you will share our commitment to our core value and the principles of the Code.

Meanwhile, we look forward to your prompt, positive response and look forward to working successfully together to maintain and safeguard an ethical supply chain. If you need further information or assistance, please do not hesitate to contact me.

Sincerely,

LINUMGROUP
Jan Vanderbeke
CEO



LINUMGROUP – CODE OF CONDUCT FOR BUSINESS RELATIONS

Introduction

LINUMGROUP and our affiliated operating companies are committed to the highest levels of legal, ethical and moral standards, which we have set out in our Code of Business Conduct (the "Code"). We place business ethics and Corporate Social Responsibility ("CSR/CSR") at the forefront of all our business dealings, including those with our suppliers, both direct and indirect, recognition that they are key stakeholders in the success of our business. It is therefore not surprising that our procurement requirements are very high. We expect our suppliers to share our desire to be the best, innovative, efficient and quality-driven. Above all, we only choose suppliers who share our unwavering commitment to good ethical practices and who meet our standards on human rights, health and safety, legal and regulatory compliance and environmental management. This code describes these CSR requirements and how we aim to ensure your compliance. In return, we strive to be an honest partner, convinced that the core values of relationships - trust, integrity and respect for the law - are sustainable and beneficial to all.

CSR requirements for all suppliers

Suppliers must comply with all relevant and applicable laws relating to human rights, health, safety and the environment, as well as anti-bribery, corruption and antitrust.

Suppliers must also adhere to good ethical practices as defined in the Code and specifically commit to:

1. Support and respect the protection of human rights in their areas of influence.
2. Respect freedom of association and the effective recognition by employees of the right to collective bargaining.
3. Prohibiting all forms of forced, compulsory and child labour.
4. Supporting the principles of equal opportunities with regard to the recruitment and selection of workers.
5. At a minimum, comply with all applicable health and safety legislation and continuously improve stewardship towards industry best practices.
6. Comply, at a minimum, with all applicable environmental legislation and support a proactive approach to environmental issues.
7. To comply with all relevant anti-bribery, anti-corruption and anti-trust legislation.

We expect all suppliers to comply with the principles of this code. For key suppliers, we also expect that they would have similar requirements for their upstream supply chains and to exercise due diligence in verifying their suppliers' compliance. We may ask them to demonstrate that this is the case and also ask them to accept additional surveys, site visits or a full CSR audit to provide the required levels of assurance with the prescribed standards.





Code violations, reporting and assessment

Please note that LINUMGROUP and/or affiliates may terminate a contract with a supplier who violates this code or, if requested, refuses to participate in a remediation plan. LINUMGROUP and/or affiliates will also exclude from any procurement process suppliers who do not demonstrate high ethical and CSR standards or compliance with relevant laws.

We strongly encourage any ethical or legal misconduct or violations of this Code to be reported to the LINUMGROUP and/or affiliated operating companies. The LINUMGROUP requests both internal and external stakeholders to report wrongdoing throughout the LINUMGROUP supply chain. This can be done by sending an e-mail to CSR@linum.eu.

Only by maintaining these high ethical and CSR standards can we protect our excellent reputation and ensure our shared ongoing success. We will continuously monitor the operation of this code and make further improvements where we believe it can lead to even better practice. We look forward to doing business with you and leading an ethical and responsible supply chain together.

