

Syensqo Policy on Conflict Minerals

Syensqo SA and its subsidiary companies (“Syensqo”) are committed to meeting their responsibility to respect human rights. As part of that commitment, Syensqo supports the global responsible sourcing of tin, tantalum, tungsten and gold from conflict-affected and high-risk areas. These minerals are commonly referred to as “3TG” or “conflict minerals”.

Consistent with Syensqo’s Supplier Code of Business integrity, Syensqo on an ongoing basis reviews its products to ensure that they do not contribute to human rights abuses wherever the area of origination. As part of that process, Syensqo conducts due diligence concerning the necessary conflict minerals in the products it manufactures or contracts to manufacture in accordance with the Organisation for Economic Co-operation and Development’s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the “OECD Guidance”). Syensqo will not knowingly purchase products, components or materials that contain 3TG from sources that support conflict for use in Syensqo’s products.

Syensqo does not seek to embargo responsibly-sourced 3TG originating from conflict-affected and high-risk areas, and it does not condone these embargoes by its direct or indirect suppliers.

Syensqo does not engage in the mining, processing or import of 3TG, or have direct supply relationships with mines or processors. Syensqo therefore requires the cooperation of its manufacturing partners in the implementation of this Policy. Syensqo expects its suppliers to take the following actions with respect to the products, components and materials they furnish to Syensqo:

1. Not use 3TG from sources that are known to directly or indirectly finance or benefit armed conflict.
2. Use their leverage to ensure that 3TG are sourced from “conformant” smelters and refiners to the extent practicable.
3. Put in place procedures for the traceability of 3TG.
4. Cooperate with Syensqo’s 3TG due diligence process, which includes providing Syensqo, from time to time, with written certifications and other information concerning the origin of 3TG included in products, components and/or materials supplied to Syensqo.
5. Maintain reviewable business records supporting the source of 3TG.
6. Adopt policies and procedures with respect to 3TG consistent with this Policy and the OECD Guidance.
7. Request their suppliers to adopt policies and procedures that are consistent with this Policy.

Suppliers who do not comply with these expectations will be reviewed and evaluated accordingly for future business and sourcing decisions.

Syensqo will communicate this Policy to relevant employees and suppliers. Suppliers are encouraged to contact the sourcing teams with whom they regularly conduct business if they have questions concerning this Policy. In addition, concerns regarding this policy, or violations, can be reported as follows:

<https://www.Syensqo.com/en/form/procurement>