

Stakeholder Code of Conduct

Version 2 drafted on 04/30/2025 under the aegis of the CSR Department

Ecoat is resolutely committed to sustainable development both in terms of the technologies we develop & manufacture and the values we share. This strong positioning is anchored in our Corporate Social Responsibility (CSR) approach, and in our status of mission-driven company (« Société à mission ») since July 2022.

Ecoat is deeply engaged in fostering this corporate culture, which is also the subject of an intern Code of Conduct around human rights, working conditions, health, safety and the environment, ethics and anti-corruption.

This Code of Conduct is based on the Ten Principles of the United Nations Global Compact, itself derived from the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, the Johannesburg Declaration on Sustainable Development and the United Nations Convention against Corruption. This Code of Conduct does not replace the law or regulations in force at local, national and international levels, but is intended to supplement them. Also, the most restrictive provisions between those applied in this Code and in the law apply and, in case of contradiction, those applied in the law take precedence.

Ecoat considers compliance with the law and this Code of Conduct to be absolutely essential conditions for sustainable development and the conduct of its business. Ecoat requires all of its customers, distributors, suppliers, vendors, subcontractors, partners, consultants and agents (hereafter the "Stakeholder") to adhere to and respect the principles set out in this code in all of their activities throughout the world.

I- Human Rights

The Stakeholder should support and respect the protection of internationally proclaimed human rights. Respecting Human Rights means a business should use due diligence to avoid infringing human rights ("do not harm") and should address adverse human rights impacts with which they are involved. of others and being vigilant in identifying potential direct or indirect impacts of the organization in order to correct them.

The Stakeholder should make sure that they are not complicit in human rights abuses that another company, government, individual or other group are causing. This requirement includes avoiding complicity beyond their own direct business activities.

II- International Labour Principles and Rights at Work

The Stakeholder should uphold the freedom of association and the effective recognition of the right to collective bargaining. The Stakeholder should respect the labor code of the country they operate in and maintains a climate free of violence, pressure, fear and threats, so that everyone is able to make a free decision.

The Stakeholder should uphold the elimination of discrimination in respect of employment and occupation, and support equal access to opportunities. No discrimination, exclusion or preference made on race, colour, sex, religion, political opinion, national extraction, social origin, age, disability, trade union membership and sexual orientation, or any other factor identified in national law is permitted.

The Stakeholder should uphold the effective abolition of child labour. In accordance with Human Rights and ILO conventions, the Stakeholder does not employ any child under the age of 15.

The Supplier should uphold the elimination of all forms of forced and compulsory labour. The Stakeholder does not practice or condone any form of corporal punishment, moral or physical harassment or any other abuse. The Stakeholder is committed to respecting the right of everyone to earn a living by performing freely chosen work and the right to have fair and satisfactory working conditions. The Stakeholder also undertakes to ensure salaries and other forms of remuneration in accordance with the legislation or regulations in force.

III- Health, safety and the environment

The Stakeholder should provide a safe and healthy working environment, in order to avoid any risk to health and safety, accidents and bodily injuries.

The Stakeholder should support a precautionary approach to environmental challenges. According to this principle, the Stakeholder undertakes to set up an environmental management system, in order to identify/evaluate/reduce the risks and possible negative impacts.

The Stakeholder undertake initiatives to promote greater environmental responsibility and should ensure that activities within their own operations do not cause harm to the environment and local communities.

The Stakeholder encourage the development and diffusion of environmentally friendly technologies.

IV- Ethics and anti-corruption

The Stakeholder undertakes to behave in an ethical manner and to consider the impact of its decisions and activities on the interests of stakeholders. The Stakeholder adopts a conduct consistent with international standards of behavior relating in particular to fair competition, responsible behavior and respect for property rights.

The Stakeholder should not participate in illegal agreement with other companies, in particular concerning territorial or customer allocations, agreements and exchange of information on prices, suppliers and supply behavior with competitors.

The Stakeholder undertakes to respect the principle of legality and the rule of law; no individual or organization is above the law. The Stakeholder operates exclusively within the framework of statutory regulations in all business activities. A knowing participation in any unlawful act is prohibited, including to bring a third-party act unlawfully.

The Stakeholder should work against corruption in all its forms, including extortion and bribery. Any offer or receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business is strictly forbidden.

The Stakeholder should ensure regulatory compliance and requirements for data protection and information security. The Stakeholder undertakes to ensure the protection, security and lawful use of personal data and confidential information.

<i>We commit to respect the Ecoat Code of Conduct for Stakeholders</i>	
Name of the company:	Date and place:
Name & Title of the signatory:	Signature: