

BOILTE SUPPLIER CODE OF CONDUCT AND ETHICS

TAKE RESPONSIBILITY. LIVE COMPLIANCE!

INTRODUCTION

Compliance and Ethics represent the very core of how we conduct business at Boilte, principles already firmly established within our own Code of Conduct and Ethics. We view integrity, mutual respect, reliability, and sustainable action as the essential pillars supporting all our activities.

We recognize that our capacity to fulfill our own compliance commitments, as well as those expected by our customers, is deeply interconnected with how we collaborate with our supply partners. Therefore, we require our suppliers to embrace a shared set of standards, ensuring our collaboration is founded upon identical values and principles.

This "Supplier Code" establishes the fundamental requirements for any supplier seeking to engage in business with Boilte. The guidelines articulated within this document represent core criteria in our supplier selection and ongoing evaluation process. This Supplier Code shall be incorporated by reference into all purchase orders and contracts established between entities of the Boilte GROUP and their suppliers.

ARTICLE 1. ORGANIZATIONAL REQUIREMENTS AND MANAGEMENT RESPONSIBILITY

Boilte mandates that its suppliers establish and sustain adequate compliance procedures to ensure effective adherence to this Supplier Code, or to their own equivalent internal policy or code of conduct.

1.1. Minimum Compliance Framework Requirements

At a minimum, the supplier's compliance framework shall include:

No.	Compliance Element	Description
1	Designation of Responsible Persons	One or more individuals in senior management positions accountable for overseeing the compliance management system (e.g., a Compliance Officer or company director)
2	Risk Identification	Systematic identification of key compliance risk areas relevant to the business
3	Formal Policy	Policy setting through documented instructions for relevant employees
4	Training	Implementation of structured, ongoing compliance training initiatives
5	Monitoring	Methods for regularly evaluating the compliance system's effectiveness
6	Sanctions	Consistent application of sanctions for any breaches of compliance regulations

1.2. Cascading Requirements

We expect suppliers to communicate the contents of this Boilte Supplier Code to all employees involved in performing work related to Boilte. Additionally, the supplier must mandate equivalent compliance standards from any subcontractors or business partners engaged to provide materials or services destined for Boilte.

ARTICLE 2. HUMAN RIGHTS, HEALTH, AND FAIR WORKING CONDITIONS

Boilte expects its suppliers to actively uphold and safeguard human rights and health within their own workplaces and throughout their business operations. Working conditions must consistently align with applicable laws and internationally recognized standards and conventions (including, but not limited to, ILO conventions, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact principles).

Boilte requires its suppliers to demonstrate a firm commitment to respecting global human rights and environmental norms, embedding these principles within their own organizations,

and extending the same expectations throughout their upstream supply chain.

2.1. Prohibition of Complicity in Human Rights Violations

The supplier shall refrain from any complicity in human rights abuses within their sphere of influence.

2.2. Prohibition of Child Labor

The supplier shall prohibit and derive no benefit from any form of child labor, explicitly refraining from employing any individual below the age of 15 (or 14 in specific developing economies as per ILO Convention 138) or any higher minimum age mandated by national legislation.

2.3. Freedom of Association and Collective Bargaining

The supplier shall acknowledge and uphold employees' rights to freely associate and engage in collective bargaining, consistent with local legal frameworks.

2.4. Prohibition of Forced Labor

The supplier shall refrain from any involvement in or benefit derived from forced, bonded, or involuntary labor. No form of modern slavery or analogous practices shall exist within their operations or supply chain.

2.5. Security Personnel Standards

The supplier shall guarantee that any security personnel operating on supplier premises act in full compliance with internationally accepted human rights standards.

2.6. Prohibition of Discrimination

The supplier shall prohibit all forms of discrimination in hiring and employment practices based on:

- race, color, ethnic origin
- religion, nationality
- gender, sexual orientation
- age, physical ability
- health status
- political or social opinion
- union membership
- marital status

Discriminatory treatment explicitly includes unequal pay for work of equal value.

2.7. Fair Compensation

The supplier shall compensate all workers with at least the legally mandated minimum wage or the applicable industry standard (e.g., collective bargaining agreements).

2.8. Working Conditions

The supplier shall ensure all employment conditions, encompassing vacation time, working hours, and leave entitlements, comply with mandatory statutory requirements or relevant industry regulations.

2.9. Workplace Safety and Health

The supplier shall provide a safe and healthy workplace, free from identifiable hazards. This involves establishing appropriate organizational structures and procedures for effective health and safety risk management, coupled with comprehensive employee training on these protocols.

2.10. Protection of Land and Water Resources

The supplier shall refrain from unlawfully acquiring or clearing land, forests, or waters that are essential to the livelihood of individuals, in contravention of local legislation.

2.11. Environmental Restrictions

The supplier shall adhere strictly to applicable local environmental regulations, avoiding harmful soil degradation, water and air pollution, excessive noise, and unsustainable water consumption that could endanger human health, restrict access to safe drinking water, impede sanitary facility access, or significantly harm the natural resource base for food production.

2.12. Conflict Minerals

The supplier shall implement a formal policy to avoid utilizing conflict minerals (including tin, tantalum, tungsten, and gold) and mandate that their own suppliers disclose any use of such minerals in accordance with international and local legal requirements.

ARTICLE 3. ENVIRONMENTAL AND SOCIAL RESPONSIBILITY, SUSTAINABILITY

Boilte expects its suppliers to demonstrate a genuine commitment to environmental stewardship and to manage their operations responsibly, fully complying with all applicable environmental laws, regulations, and permits.

We anticipate our suppliers will not merely meet, but strive to exceed the requirements established by relevant environmental legislation. The supplier bears the responsibility for managing, measuring, and mitigating the environmental and social impacts associated with their facilities, products, and projects.

3.1. Permits and Licenses

The supplier shall obtain and maintain all necessary permits and licenses, diligently fulfilling all associated reporting obligations.

3.2. Efficient Use of Natural Resources

The supplier shall utilize natural resources prudently and prioritize conservation wherever feasible. Resource consumption should be minimized through initiatives like recycling programs and modifications to production processes. All supply chain participants must commit to the ongoing development and adoption of environmentally and climate-friendly products, processes, and technologies.

3.3. Waste and Emission Management

The supplier shall strive to prevent or minimize waste and emissions generated by their business activities, ensuring all waste disposal is conducted legally and responsibly. The supplier must refrain from importing or exporting hazardous waste as defined under the Basel Convention (22 March 1989, current version) and any other applicable legal statutes.

3.4. Prohibition of Mercury

The supplier shall refrain from manufacturing products containing added mercury and avoid using mercury or its compounds in manufacturing processes, consistent with the Minamata Convention on Mercury (10 October 2013, current version) and other local regulations. This prohibition extends to the treatment of mercury waste as outlined in the Minamata Convention and other applicable rules.

3.5. Prohibition of Persistent Organic Pollutants

The supplier shall refrain from producing or utilizing persistent organic pollutants or chemicals prohibited at national or international levels, particularly those covered by the Stockholm Convention on Persistent Organic Pollutants (23 May 2001, current version) and other local regulations.

3.6. Environmental Management System

The supplier shall implement a certified environmental management system (e.g., ISO 14001 or equivalent) at their operational sites to ensure effective environmental protection measures are in place and compliance is maintained across all relevant processes.

3.7. Incident Reporting

The supplier shall promptly report any environmental incidents to the responsible site manager and, when such incidents occur during work for Boilte, to the relevant Boilte business unit manager.

ARTICLE 4. BUSINESS INTEGRITY

Boilte requires its suppliers to conduct all business with the highest integrity, fully complying with legal requirements and adhering to internationally recognized standards of business ethics.

4.1. Compliance with Applicable Laws

The supplier shall comply with all applicable laws and regulations in every jurisdiction where business activities are conducted.

4.2. Prohibition of Corruption, Bribery, and Extortion

The supplier shall tolerate zero involvement in, or tolerance of, any form of corruption, bribery, extortion, or embezzlement. Suppliers must not, directly or indirectly, offer, promise, or provide any payment or item of value to government officials or employees of business partners to improperly influence decisions.

Supplier compliance systems must be substantively aligned with the principles of:

- The U.S. Foreign Corrupt Practices Act
- The U.K. Bribery Act
- The OECD Anti-Bribery Convention

This explicitly prohibits offering, promising, authorizing, or giving any form of bribe or kickback to secure or retain business or gain any unfair advantage.

4.3. Compliance with Antitrust and Fair Competition Laws

The supplier shall adhere strictly to all antitrust and fair competition laws. Suppliers must refrain from discussing or engaging in any activity that could violate competition laws, including:

- price-fixing
- manipulating sales terms
- bid-rigging
- allocating markets or customers
- improper tying or bundling of products
- deceptive trade practices
- abusing a dominant market position

4.4. Prevention of Conflicts of Interest

The supplier shall actively avoid conflicts of interest. This requires, specifically:

- disclosing any financial interest a Boilte employee might have in the supplier's company
- refraining from offering or granting, directly or indirectly, any benefit to a Boilte employee to obtain business
- refraining from attempting to influence Boilte employees or their family members through gifts, favors, entertainment, personal benefits, or preferential treatment that exceeds modest, reasonable bounds

No gift or favor should ever be given that could reasonably be interpreted as intending to influence the objective decision-making of our employees.

4.5. Compliance with Insider Trading Regulations

The supplier shall comply with all insider trading regulations. Boilte is a publicly traded entity on the Vienna Stock Exchange. Through your work with us, you may gain access to non-public "inside" information concerning Boilte or its business partners.

If such non-public information would be considered significant by a reasonable investor when deciding whether to buy, sell, or hold securities of these companies, it constitutes material non-public (or "inside") information. Trading securities (e.g., stock or options) based on inside information is a securities law violation and is strictly prohibited.

ARTICLE 5. EXPORT CONTROL

Boilte requires its suppliers to fully comply with all applicable export control laws and to respect international export and trade sanctions or other embargoes, particularly those enacted by the European Union.

Where necessary, the supplier shall obtain all required export permits and/or assist Boilte in securing its own export licenses.

Our customers, stakeholders, and regulatory authorities expect unwavering compliance with international trade laws. This expectation extends to our adherence to the diverse export and import controls relevant to our operations. We hold our suppliers to this same standard.

As a Boilte supplier, you must follow all export and import regulations governing your work.

When engaged in trade activities, ensure you understand and comply with all applicable rules and regulations. Furthermore, suppliers must strictly abide by all international trade sanctions.

ARTICLE 6. INTELLECTUAL PROPERTY RIGHTS, TRADE SECRETS, AND DATA PRIVACY AND PROTECTION

Boilte requires its suppliers to respect the intellectual property rights and trade secrets of third parties and to diligently protect our own, as well as our customers', intellectual property, trade secrets, and personal data that you, as a supplier, may encounter during contract execution with Boilte.

6.1. Protection of Intellectual Property

This necessitates implementing adequate technical and organizational measures to prevent the unintended disclosure of intellectual property or trade secrets. It also requires obtaining binding confidentiality commitments from any business partners who require access to such information on a strict need-to-know basis to fulfill their obligations to our company.

6.2. Protection of Personal Data

We expect our suppliers to respect the privacy of their employees' and business partners' personal data, collecting and retaining such information only as necessary for efficient operations and strictly as permitted by law.

As a Boilte supplier, you are committed to handling personal data with the utmost care, safeguarding it against:

- loss
- misuse
- unauthorized access
- disclosure
- alteration
- destruction

ARTICLE 7. SUPPLIER COMMITMENT AND CONTRACTUAL OBLIGATIONS

The supplier's commitment to adhere to this Supplier Code constitutes a fundamental basis for our business relationship. This Supplier Code shall be deemed an integral part of any agreement entered into between you, as a supplier, and any company within Boilte (Boilte AG and its affiliates), regardless of whether it is explicitly incorporated by reference in a specific contract.

7.1. Reaffirmation of Commitment

When entering into a new contract with us, the supplier may be requested to reaffirm their commitment to this Supplier Code.

7.2. Cascading Standards

We require our suppliers to cascade equivalent compliance standards downstream to their own suppliers, ensuring the entire supply chain aligns with the compliance values outlined herein.

7.3. Supplier Accountability

The supplier shall be held accountable to Boilte for ensuring full compliance with this Supplier Code by their employees, representatives, subcontractors, and any business partners utilized in the provision of products and/or services for Boilte.

ARTICLE 8. REPORTING, MONITORING, AND SANCTIONING

If a supplier becomes aware of any violation of this Supplier Code, they must report it promptly to Boilte (see Section 9 for compliance contact details).

8.1. Corrective Measures

Depending on the severity of the violation, Boilte may require the supplier to implement appropriate corrective actions, potentially including terminating cooperation with a specific employee or sub-supplier.

8.2. Payment Withholding

Until such requested remedies are satisfactorily implemented, Boilte reserves the right to withhold payments otherwise due to the supplier.

8.3. Contract Termination

If the required corrective measures fail to prevent or rectify harm caused to Boilte, or if the breach of this Supplier Code is deemed a fundamental contract violation, Boilte shall be entitled to terminate the contractual relationship with the supplier immediately. Such termination is without prejudice to the supplier's obligation to compensate Boilte for any damages or losses incurred.

8.4. Regular Monitoring

Regular monitoring is a vital component of our supplier compliance program. Consequently, suppliers may be requested to complete a detailed compliance questionnaire providing further insight into their compliance management systems.

8.5. On-Site Audits

Boilte may also request a face-to-face meeting and conduct an on-site audit to verify critical elements of the supplier's compliance system and, where appropriate, collaboratively define target compliance organization structures. These activities are integral to our continuous improvement efforts regarding supplier compliance management.

8.6. Obligation to Facilitate Audits

The supplier shall agree to facilitate such compliance checks and audits and shall not unreasonably withhold any relevant information necessary for Boilte to assess the quality of their compliance management system. Reasonable confidentiality agreements (non-disclosure) may be established for such audits; however, the supplier agrees that information may be shared with customers for whose projects the supplier's goods or services are intended.

ARTICLE 9. COMPLIANCE CONTACTS AT BOILTE

Determining the correct course of action can sometimes be challenging. If you are uncertain how to proceed in a specific situation or have any other questions, please first seek guidance within your own organization.

For matters related to implementing this Supplier Code, please contact the following Boilte resources:

Contact	Email Address
Boilte Supplier Compliance	info@boilte.com
Boilte Compliance	compliance@boilte.com

9.1. Whistleblowing System "Speak UP!"

To report any suspected violations, please utilize our corporate Whistleblowing Service: Speak UP!

Speak UP! is an internet-based whistleblower system providing a platform for reporting of suspected compliance-related misconduct to the Group Compliance department.

Key Features:

- Available (internally and externally) to anyone with a justified interest in Boilte
- Allows for anonymous information submission (however, anonymity may complicate our ability to thoroughly investigate concerns)
- Enables you to set up a personal mailbox (which can also be anonymous if so requested) for further communication with and feedback from the Compliance department
- Operated in a high-security data center
- Allows secure communication with the latest standards

FINAL PROVISIONS

This Boilte Supplier Code of Conduct and Ethics enters into force from the moment of its approval and is binding for all suppliers cooperating with Boilte.

The Code is subject to periodic review and updating in accordance with changes in legislation and best global practices in compliance and business ethics.

We count on mutual understanding and cooperation in upholding high ethical standards of business conduct.

Approved by:
CEO of Boilte