



INGENIA POLYMERS CORPORATION

Supply Chain Transparency Report FY 2023

Legislation: *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Reporting Year: 1

Period: January 1, 2023 – December 31, 2023

Accountable Signing Authority: Chief Financial Officer

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Company Overview

In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Canadian Act”), this statement outlines the measures implemented by Ingenia Polymers Corp. to address the risks of modern slavery, including but not limited to forced and child labour¹ within our operations and supply chain.

At Ingenia Polymers Corp., we actively uphold human rights and work to prevent any violation of others’ human rights through the Code of Conduct, standard terms and conditions, policies and procedures we have established. We are committed to establishing safe, inclusive, and respectful work environments wherever we conduct business. We value the fundamental rights of our employees and all who work within our supply chain, which encompass freedom from slavery and child labour, equal opportunities for all, a safe and healthy workplace, and freedom from discrimination and harassment.

Ingenia Polymers Corp. continues to develop and expand its understanding of the risks associated with the complex issue of modern slavery and to identify areas within our operations and broader supply chain that may be impacted by such challenges. We collaborate across our business and supply chain to implement appropriate practices that mitigate and address potential risks.

Modern slavery is completely unacceptable within our organization and supply chains. Ingenia Polymers Corp. acknowledges its responsibility to uphold the rights of individuals working for our organization, as well as those associated with suppliers and business partners who prioritize human rights for their own employees. Recognizing that human rights issues require multifaceted approaches, we consider it crucial to engage with all stakeholders to promote awareness and foster understanding.

¹ As these terms are defined pursuant to section 2 of the Canadian Act.

Part I – Structure, Operations and Supply Chains

Our Structure

Ingenia Polymers Corp. is an Ontario corporation, having a place of business at 565 Greenwich St., Brantford, ON N3T5M8, Canada. Ingenia Polymers Corp. is a legal entity of the Ingenia Polymers Group. *(Please refer to SCHEDULE 1. Structure details)*

In accordance with the Canadian Act, Ingenia Polymers Corp. is considered an entity with a place of business in Canada, operating in business in Canada, and holding assets in Canada. Furthermore, Ingenia Polymers Corp. meets the conditions of having at least \$20 million in assets and generating at least \$40 million in revenue.

Our Operations

Ingenia Polymers is a Manufacturer and seller of thermoplastics making Toll Compounding and Masterbatch business.

Our Supply Chains

Out supply chain includes suppliers of raw materials that are input of the products manufactured, sold. Our suppliers are from the Petrochemical industry, Chemical industry or resin producers.

Suppliers and Partners must carefully select and monitor the third parties they use to perform work for the Ingenia Polymers Group or to supply materials. Ingenia Polymers will when applicable deliver specific compliance trainings to employees and staff of our Suppliers and Partners to ensure full knowledge, understanding and alignment. Suppliers and Partners should conduct contextually appropriate due diligence and background checks. Third parties, contractors, agents, or subcontractors should be selected based on merit and competitiveness. We reiterate that Suppliers and Partners are responsible for ensuring their third-party contractors comply with this Code when they are utilized in the service of Ingenia Polymers Group business.

(Detailed requirements relating to the Code of Conduct are described in the Code of Conduct.)

Part II – Policies and Due Diligence Processes

Ingenia Polymers Corp. has a robust set of policies, codes, and procedures addressing its obligations to treat our team members, clients and suppliers with the highest possible level of dignity and respect, as well as our expectations that our contractors, vendors, and suppliers do the same. These documents are Internal Code of Conduct and Terms and Conditions.

In addition, Ingenia Polymers Corp. is putting in place new policies, procedures, and due diligence measures specifically to address the complex problems of forced labour and child labour.

For all Suppliers that we partner with, Ingenia Polymers Corp. requires these companies to comply with Ingenia Polymers Corp.'s Supplier Code of Conduct, ensuring fair and ethical workplace standards across our supply chain, and including clauses prohibiting the use of forced labour, and requiring compliance with forced labour and modern slavery laws. Ingenia Polymers Corp. supports the goals of the Canadian Act and takes seriously our responsibility to act with due

diligence to avoid infringing on the human rights of others and address any impact on human rights if they occur.

Ingenia Polymers Corp. Code of Conduct

Ingenia Polymers Corp.'s Code of Conduct sets out our values and responsibilities on respectful, safe, and healthy workplaces, a culture of inclusion and diversity, customers, safety, and the environment. Our Code of Conduct places special emphasis on the importance of fostering an environment of open and honest communication and encourages employees to speak up when confronted with compliance, ethics, legal or other concerns. Our Code of Conduct also focuses on our commitment to protecting and advancing human dignity and human rights to guide our relationships with employees, contractors, vendors, suppliers and others through whom we conduct business, including by addressing human trafficking.

The Code of Conduct is managed by the legal department and is reviewed annually and updated as necessary.

Code of Conduct and Contractual Obligations

Ingenia Polymers Corp.'s supplier relationships are guided by our Code of Conduct. The Ingenia Polymers Group supports the protection of labor rights. Suppliers and Partners should not deploy any kind of forced labor. Suppliers and Partners must not use, employ, or seek to exploit in anyway the services of child, under-aged, and any more then form of slavery or trafficked labor. We expect our Suppliers and Partners to comply with all applicable labor laws including the US Uyghur Forced Labor Prevention and related laws and regulations - in particular those relating to working and living conditions, wages, working hours, the payment of overtime. If a Supplier or Partner uses sub- contractors or agencies, it is the Supplier's or Partner's responsibility to ensure that they comply with this Code including when it comes to fair labor practices. The Ingenia Polymers Group will have zero tolerance regarding any breaches of fair labor practices from any of its suppliers or partners.

We are implementing best practices by including clauses that both prohibit against using forced or child labour and impose penalties for same. These are contained in our standard Terms and Conditions and other contractual agreements with suppliers, consultants and contractors. The Code of Conduct sets minimum expectations and guidelines for suppliers, partners, consultants and contractors and obligates them to comply with applicable laws, including those related to forced and child labour and human trafficking. Ingenia Polymers Corp. keeps records of all contractual counterparts, and our supplier contracts contain risk mitigation and enforcement provisions including audit rights for Ingenia Polymers Corp. and termination rights based on material breach of contract.

All suppliers, consultants, and contractors accept the terms of Ingenia Polymers Corp.'s Code of Conduct and affirm compliance with its requirements.

Ingenia Polymers Corp. Code of Conduct is managed by legal department and is reviewed annually and updated as necessary.

Reporting Process on the Internal Integrity Platform

Ingenia Polymers Corp. has an Integrity platform and associated email address, which is part of its whistleblower program. Allegations of any breaches of our policies or any non-compliant and unethical matters are taken seriously.

Should Ingenia Polymers Group be aware of breaches of the Canadian Act related to forced labour or child labour, we will notify the supplier of the breach and cease the working relationship until corrective action is put into place.

By putting in place these formal policies, Codes of Conduct for colleagues and suppliers, and comprehensive compliance and monitoring standards, Ingenia Polymers Corp. actions its commitment to healthy, safe, and respectful working conditions throughout Ingenia Polymers Corp.'s supply chain. Forced labour and child labour are anathema to Ingenia Polymers Corp.'s core values, which is why we also have strong due diligence practices in place.

Ingenia Polymers Corp. will be implementing a number of due diligence measures, to ensure our Suppliers to abide by our Code of Conduct.

Part III – Risks of Forced Labour and Child Labour in Operations and Supply Chains

Ingenia Polymers Corp. assesses low to minimal risk of forced labour or child labour in our supply chain. Ingenia Polymers Corp. is not aware of any forced labour or child labour in our supply chain. Both statements are subject to the limitations of Ingenia Polymers Corp.'s risk identification activities as described in more detail above and below.

(Detailed requirements relating to the Code of Conduct are described in the Code of Conduct.)

Part IV – Measures to Remedy Forced Labour and Child Labour

Ingenia Polymers Corp. is not aware of any incidents of forced labour or child labour in our activities or supply chain in our past financial year, subject to the limitations of our risk identification activities as described in more detail above and below. Accordingly, Ingenia Polymers Corp. has not had to take any remedial measures in response to incidents of forced labour or child labour.

Part V – Measures to Remediate the Loss of Income to those Impacted by the Elimination of Forced Labour and Child Labour

Ingenia Polymers Corp. has not as of the date of this report become aware of any loss of income to vulnerable families resulting from our measures to eliminate the use of forced labour and child labour in our activities and supply chains.

Part VI – Training Provided to Employees

Ingenia Polymers Corp. has established internally a detailed training program on forced labor and child labor. This training program is mandatory for all employees, from operational staff to senior managers. The training is conducted in a formal session, lasts one hour, and it covers key topics related to forced labor and child labor, including definitions, risks, penalties, and effects. Additionally, the training emphasizes the importance of taking initiatives to prevent such practices.

Part VII – Assessing Effectiveness of Actions against Forced Labour and Child Labour

Ingenia Polymers Corp. has taken actions to assess the effectiveness in preventing and reducing risks of forced and child labour in our activities and supply chains. The Code of Conduct is being implemented across Ingenia’s supply chain to reinforce this process. In the event of any breach of the Code of Conduct, clauses stated for “compliance with laws” and/or terms and conditions, the "indemnities, liabilities and warranties" clauses stipulated under the terms of our contracts allow us to impose penalties and terminate the contract with immediate effect.

Attestation

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

By signing the below, I hereby confirm I have the authority to bind Ingenia Polymers Corp.

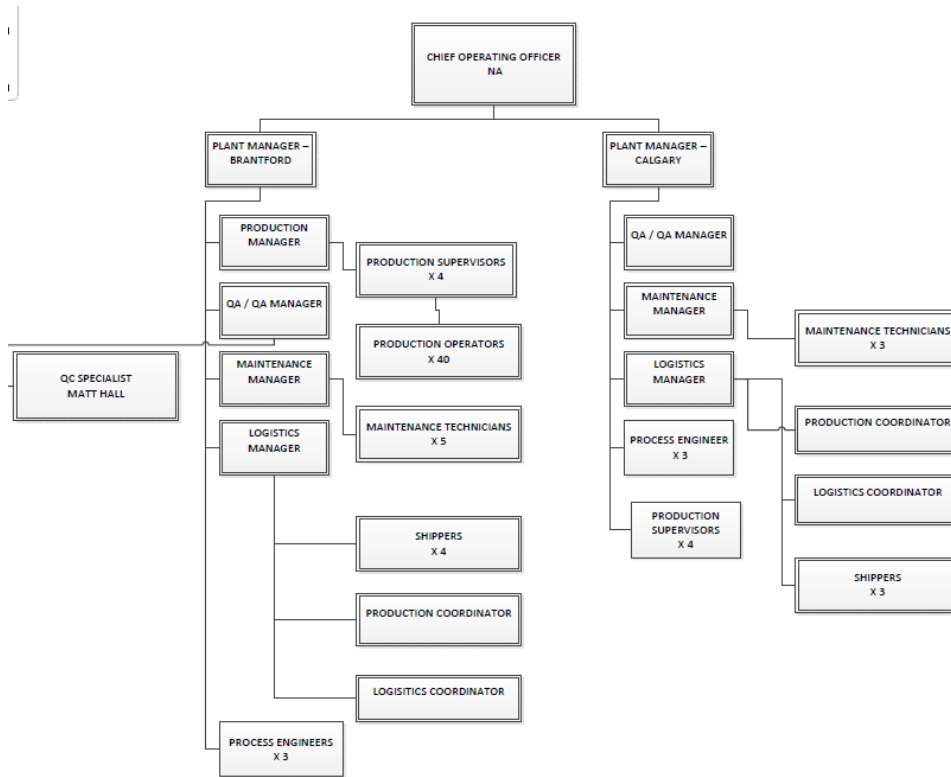


Carlos Tabuenca
Chief Financial Officer

Date: 05/30/2024

Schedule 1: Structure details

- Organizational structure (i.e., departmentation, chain of command, etc.)



- Organizational mandate or role – Not Applicable
- Number of employees, both in Canada and outside Canada – Canada = 170; outside of Canada = 401
- Partner organizations, or membership in a group – N/A
- Business number(s), if applicable. : Tax ID 105610448
- Location(s) of the Reporting Entity (e.g. registered office): 565 Greenwich Street, Brantford, ON, N3T 5M8

Schedule 2: Code of Business

INGENIA POLYMERS GROUP CODE OF BUSINESS

JANUARY 2024 IngeniaPolymersGroup **CODEOFBUSINESS**

January 15, 2024

CEO FOREWORD

Acting with integrity is central to how we conduct business at Ingenia Polymers Group.

This means not only adhering to the highest standards of ethical conduct ourselves, but only partnering with Suppliers and stakeholders who can commit to similar standards of integrity in conducting their business.

This Code of Business sets out the basic standards of ethical behavior that we expect from those who seek to do business with the Ingenia Polymers Group.

It also sets out our commitment to supporting the building of long-term success based on strong ethical foundations.

Please ensure you abide by our Supplier & Partner Code of Business as a fundamental part of commitment to do business with any part of the Ingenia Polymers Group.

Thanassi Lefas

CEO of Ingenia Polymers Corporation IngeniaPolymersGroup **CODEOFBUSINESS**

January 15, 2024

1. INTRODUCTION

The Code applies to all Suppliers and Partners that undertake any work with, or for the Ingenia Polymers Group when they are transacting with, for or representing us.

The Code sets out the minimum standard of ethical business practice we expect from any Supplier or Partner to any part of the Ingenia Polymers Group. This Code is valid for 3 years from the date of issuance and may be updated at any time by Ingenia Polymers Group to comply with international and local laws.

It sets out the basic rules and standards that are necessary to conduct Ingenia Polymers Group business in an ethical and compliant manner and in accordance with the Ingenia Group's values.

Ingenia Polymers is firmly committed to the principles on human rights, labor rights, and protection of the environment and anti-corruption practices.

Ingenia Polymers aims to achieve business success on the earned foundation and reputation as an ethical enterprise. To achieve this objective, Ingenia Polymers needs to hold its Partners, Suppliers and prospective Suppliers to the highest ethical standards that it expects of its directors and employees.

Ethics is the cornerstone of business relationships and Ingenia Polymers commits to, and similarly expects, a relationship based on the ethical principles of responsibility, honesty, fairness and respect.

The Code does not dilute a Supplier's legal obligations, and it does not override the terms of any agreement we have contractually agreed. If there is any conflict between the terms of an agreement we have with a Supplier or a Partner and this Code, that agreement will prevail.

The Code applies to all Suppliers and Partners that undertake any work for, or represent, the Ingenia Polymers Group when they are working for or representing us. When we say in the Ingenia Polymers Group's Code of Conduct that we expect all our Suppliers and Partners to align themselves with its principles, we mean that we expect them to comply with this Code of Business. If a Supplier or Partner uses sub-contractors to undertake the business of the Ingenia Polymers Group, that Supplier or Partner is responsible for ensuring that those sub-contractors also comply with this Code.

We will update the Code from time to time. Suppliers and Partners should always refer to www.ingeniapolymers.com to ensure they are complying with the latest version of the Code. We I n g e n i a P o l y m e r s G r o u p C O D E O F B U S I N E S S

January 15, 2024

expect our Suppliers and Partners to ensure that any of its personnel who work with Ingenia Polymers Group business are familiar with, and comply, with the standards set out in this Code.

1. WORKING TOGETHER

We expect our Suppliers and Partners to keep their commitments to us and to those who work for them.

RESPECT

The Ingenia Polymers Group strives to provide a working environment that respects diversity and looks after its people. We expect our Suppliers and Partners to do the same. Our Suppliers and Partners should foster an environment that is inclusive of all, and treats individuals respectfully, fairly and with dignity.

We expect our Suppliers and Partners to be honest with us and with their people, and to communicate in ways that are effective. We expect our Suppliers and Partners to keep their commitments to us and to those who work for them.

Harassment, intimidation, abuse, violence and any other disrespectful or offensive behavior to individuals is unacceptable to the Ingenia Polymers Group. Retaliation is also unacceptable.

FAIR LABOR PRACTICES

The Ingenia Polymers Group supports the protection of labor rights. Suppliers and Partners should not deploy any kind of forced labor. Suppliers and Partners must not use, employ, or seek to exploit in anyway the services of child, under-aged, and any more then form of slavery or trafficked labor.

We expect our Suppliers and Partners to comply with all applicable labor laws including the US Uyghur Forced Labor Prevention and related laws and regulations - in particular those relating to working and living conditions, wages, working hours, the payment of overtime.

If a Supplier or Partner uses sub- contractors or agencies, it is the Supplier's or Partner's responsibility to ensure that they comply with this Code including when it comes to fair labor practices.

The Ingenia Polymers Group will have zero tolerance regarding any breaches of fair labor practices from any of its suppliers or partners. **IngeniaPolymersGroupCODEOFBUSINESS**

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HEALTH, SAFETY & THE ENVIRONMENT

The Ingenia Polymers Group is committed to protecting the health and safety of people and protecting the environment. Suppliers and Partners must share the same commitment and deliver it effectively in respect of its own operations.

The Supplier is expected to conduct its operations in a manner that minimizes its impact on natural resources and protects the environment.

The Supplier shall comply with all applicable environmental laws, regulations and standards. All required environmental permits and registrations are to be kept current.

All hazardous materials and chemicals, including wastewater and solid waste, must be disposed of using environmentally responsible practices.

The Supplier must protect against defects in all stages of product development, including design, manufacturing, and marketing, to protect against product defects which could harm the life, health or safety of the consumer or other likely to be affected by the defective product.

Suppliers involved in any aspect of developing, handling, packaging or storing our products are expected to:

- Know and comply with the product quality standards, policies, specifications, and procedures that apply
- Follow and adhere to good practices and testing protocols
- Comply with all applicable laws and regulations
- Report issues that could negatively affect the quality or perception of product.

There are specific policies, procedures and codes of practice in place throughout the Ingenia Polymers Group that are designed to help us all achieve these aims when doing the business of the Ingenia Polymers Group. Suppliers and Partners should make sure that they and their personnel are aware of the policies, procedures and codes that apply to them and the work they do, and act in compliance with them.

Suppliers and Partners should protect their personnel from over-exposure to chemical, biological and physical hazards in the workplace and in any company-provided living quarters. Emergency planning should be undertaken and response procedures implemented.

We expect our Suppliers and Partners to operate in an environmentally responsible manner and comply with all applicable environmental laws and regulations. All required environmental permits and licenses must be obtained and their operational and reporting requirements followed. Sustainability is important to the Ingenia Polymers Group, and our Suppliers and Partners should minimize any waste of energy water or other resources. **Ingenia Polymers Group CODE OF BUSINESS**

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1. BUSINESS INTEGRITY

The Ingenia Polymers Group has a zero tolerance approach to bribery, corruption, theft, money-laundering and fraud.

ANTI-BRIBERY & CORRUPTION

The Ingenia Polymers Group has a zero tolerance approach to bribery, corruption, theft, money-laundering and fraud. Our Suppliers and Partners must share the same approach.

Suppliers and Partners must not offer, solicit, give or accept any form of bribe or kickback or participate in other illegal inducements in business or government relationships.

The Supplier shall comply with international anti-bribery standards as well as with local anti-corruption and bribery laws. In particular the Supplier will, during the existence of the contractual relationship with Ingenia Polymers Group, not make, offer, or authorize and payment, gift, promise or other advantage, whether directly or indirectly through any other person or entity, to or for the use or benefit of any Ingenia Polymers officer or employee or any public official (i.e. any person holding a legislative, administrative or judicial office) or any political party or political party official, where such payment, gift, promise or advantage would violate the applicable anti-bribery standards. Facilitation payments, bribes, kickbacks, and similar payments are strictly prohibited. This applies even when local laws may permit such activity.

Compliance with all applicable anti- bribery, corruption and money-laundering laws at all times is required. We expect our Suppliers and Partners to take steps to ensure that their personnel and any sub-contractors, agents or representatives engaged to act in relation to any Ingenia Polymers Group business also meet these expectations.

Everyone within the Ingenia Polymers Group is expected to report any suspicious activity regarding possible bribery and corruption immediately. Unless prohibited from doing so, our Suppliers and Partners should inform us immediately in the event they become aware of any suspicious activity in connection with Ingenia Polymers Group business. **IngeniaPolymersGroupCODEOFBUSINESS**

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BUSINESS COURTESIES

A business courtesy is anything of value that is provided to or received from a third party in the context of a business interaction. It might be a gift, an offer of hospitality, or something else.

Offering or receiving of inappropriate business courtesies - particularly with inappropriate intentions - is unacceptable to the Ingenia Polymers Group and will be considered a breach of this Code.

We ask our Suppliers and Partners to share the Ingenia Polymers Group's commitment to avoid not only actual impropriety, but even the appearance of impropriety, in the offering, giving or receiving of business courtesies. In particular, Suppliers and Partners should never seek to influence the decisions of Ingenia Polymers Group personnel using business courtesies.

Ingenia Polymers Group personnel are prohibited from accepting any business courtesy that is disproportionately lavish, inconsistent with ethical, cultural and professional norms, or unconnected with any legitimate business purpose. Suppliers and Partners should avoid offering Ingenia Polymers Group personnel travel, frequent meals or expensive gifts.

CONFLICT OF INTERESTS

Ingenia Polymers Group personnel are expected to act in the best interests of the group. That means that where our people have a relationship (financial or otherwise) with any Supplier or Partner that could conflict or appear to conflict with that person's obligations to the Ingenia Polymers Group, it must be declared to the relevant Ingenia Polymers Group company immediately.

We expect our Suppliers and Partners to support our people in ensuring that full transparency is maintained at all times. **Ingenia Polymers Group CODE OF BUSINESS**

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A conflict of interest arises when a person's interests or activities influence, or appear to influence, the ability to act in the best interests of Ingenia Polymers Group.

Entering into an arrangement that conflicts with your responsibility to Ingenia Polymers Group must be avoided.

A conflict of interest may arise if family members work for Ingenia Polymers Group, another Ingenia Polymers supplier, Ingenia Polymers customer or Ingenia Polymers competitor.

We expect our Suppliers and Partners to have appropriate protections in place to ensure that Supplier or Partner personnel are not themselves impacted by a conflict of interests when undertaking the work of the Ingenia Polymers Group.

TRANSPARENCY

Our Suppliers and Partners should maintain accurate books and records that demonstrate compliance with all applicable laws and regulations. Suppliers and Partners should be alert to any irregular payments, suspicious transactions, or suspected money laundering and have facilities to enable internal reporting within a reasonable timeframe.

Suppliers and Partners should notify the relevant Ingenia Polymers Group Company, if permitted by applicable law, of any investigation, audit, assessment, litigation or unusual request that relates to the Ingenia Polymers Group or concerns the work the Supplier or Partner is performing for or with the Ingenia Polymers Group.

FAIR BUSINESS PRACTICES

Our Suppliers and Partners should conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws. In performing Ingenia Polymers Group business, you should ensure you are in compliance with local and international trade laws including laws relating to import, export and customs procedures and restrictions on dealings with certain countries, entities and individuals.

Suppliers and Partners should use only fair business practices, including transparent and honest participation in any sourcing process, and accurate and truthful advertising. **Ingenia Polymers Group**
CODE OF BUSINESS

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SUPPLY CHAIN

Suppliers and Partners must carefully select and monitor the third parties they use to perform work for the Ingenia Polymers Group or to supply materials. Ingenia Polymers will when applicable deliver specific compliance trainings to employees and staff of our Suppliers and Partners to ensure full knowledge, understanding and alignment. Suppliers and Partners should conduct contextually appropriate due diligence and background checks.

Third parties, contractors, agents, or subcontractors should be selected based on merit and competitiveness.

We reiterate that Suppliers and Partners are responsible for ensuring their third-party contractors comply with this Code when they are utilized in the service of Ingenia Polymers Group business. **I n g e n i a P o l y m e r s G r o u p C O D E O F B U S I N E S S**

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1.SAFEGUARDING THE COMPANY

Suppliers and Partners are expected to take steps to ensure that neither they nor their personnel make any improper use of confidential information.

PROTECTING OUR ASSETS

The Ingenia Polymers Group has an overarching duty of care towards the resources and assets it holds or has been entrusted to manage. We expect our Suppliers and Partners to share our responsibility to take care with these assets, managing them effectively, using good judgment with how they are utilized, and taking care to avoid damage, loss or wastage.

PROTECTING OUR INFORMATION AND INTELLECTUAL PROPERTY

Our information and intellectual property are precious to the Ingenia Polymers Group. Where we share information or intellectual property with our Suppliers and Partners, we expect them to protect and manage it with the utmost care, and in line with applicable legal and contractual protections. Our intellectual property should only be used strictly in accordance with the permissions we provide.

Misusing confidential information of the Ingenia Polymers Group is unacceptable. Suppliers and Partners are expected to take steps to ensure that neither they nor their personnel make any improper use of confidential information. Market misconduct in connection with information received in relation to undertaking the business of the Ingenia Polymer Group is prohibited. IngeniaPolymersGroupC

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1. COMMUNICATION IS KEY

The Ingenia Polymers Group is committed to acting with integrity in everything it does. Working with the Ingenia Polymers Group means that you support this commitment.

The Ingenia Polymers Group asks its Suppliers and Partners to provide reasonable cooperation to its Ethics & Compliance personnel in the resolution of any concern. This might include making relevant documents, information, and employees available when requested if appropriate, and means maintaining the confidentiality of any information related to such a request. The Ingenia Polymers Group strictly prohibits retaliation of any kind against anyone who reports a business ethics concern in good faith and requires the same of its Suppliers and Partners.

Verification of compliance is subject to audits by Ingenia Polymer Group or a third party designated by or otherwise acceptable to Ingenia Polymers Group. Failure of Supplier to comply, or failure to work with Ingenia Polymers Group or a third party engaged by Ingenia Polymers Group, to correct non-complying situation(s) is a ground for cancellation of orders, discontinued services or termination of the business relationship.

Suppliers must promptly report any concerns and actual or potential violations of this Code to the Ingenia Polymers Group through the Ethics Line.

Suppliers must provide reasonable assistance to any investigation by Ingenia Polymers Group of a violation of this Code and they must protect anyone who works for them, either as an employee or a contractor, from any form of retaliation for reporting actual or potential violations.

Ingenia Polymers Group reserves the right to terminate its business relationship with any Supplier who violates this Code or if any of Supplier's employees, agents or subcontractors violate this Code.

In the present and future commercial relations between Ingenia Polymers Group and its Suppliers, the latter will be requested to accept and sign a written commitment to the principles provided in this Code of Business. **IngeniaPolymersGroupCODEOFBUSINESS**

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As one of our shared values, INTEGRITY commits us to always do what is right and to maintain the highest level of ethical conduct in our interactions with each other, suppliers, prospective suppliers, customers and all other stakeholders. This Code of Business provides clarity on our commitment to integrity and ethical behavior between Ingenia Polymers Group and its current and prospective Suppliers and vice versa.

Ingenia Polymers Group is honest and truthful in everything we do. Ingenia Polymers Group rejects all forms of dishonesty and has a policy of zero tolerance of illegal or dishonest conduct, irrespective of whether the consequences are big or small.

Ingenia Polymers Group reserves the right to decide which entities to do business with and will only do business with companies or institutions that have integrity and that ascribe to similar values and ethics as Ingenia Polymers Group.

Ingenia Polymers Group's Suppliers play a critically important role in Ingenia Polymers Group's ability to operate and provide products and services to its customers. Ingenia Polymers Group can only achieve its objectives through trusted Suppliers and Service Providers, which require the highest professional and personal ethics in our relationships with Suppliers.

Ingenia Polymers Group strives to develop relationships with current and prospective Suppliers that share similar values and that conduct business in a manner consistent with Ingenia Polymers Group's Code of Business and Values.

Issued by Ingenia Polymers Group

Name: Thanassi Lefas Position: CEO Date: 16 January 2024

Reviewed and accepted by Ingenia Polymers Group's suppliers

Company Name: _____

Name: Position: Date:

For questions or concerns regarding the Code, please contact Ingenia Polymers Group Legal and Compliance Department.